



Engage.



Empower.



DIVERSITY, EQUITY
& INCLUSION
Duane Morris LLP

ANNUAL REPORT



Excel.



Chairman and Chief Executive Officer
Duane Morris LLP



Each year, I look forward to this letter, which gives me a chance to pause and reflect on the efforts, events and accomplishments of our Diversity, Equity & Inclusion program. Moving as quickly as we do, there often isn't time to fully appreciate our progress, what we've achieved and where we can improve. But 2022 was another remarkable year for DEI at Duane Morris, highlighted by the leadership of Joe West, the professional accomplishments and accolades of our diverse attorneys, and the impressive range of events we presented and hosted. I have learned so much and had so many moments of unexpected realization from engaging in these important conversations throughout our firm and in our community.



From our Vashon Lecture on "Strengthening the Diverse Legal Pipeline from Matriculation Through Maturity," our Pride Month celebration with Family Equality CEO Stacey Stevenson, our Juneteenth event with actor and activist Wendell Pierce, to events that brought in leaders of Black bar associations and speakers on neurodiversity, we have explored issues, ideas and histories that expand our awareness and understanding of ourselves and each other.

It's through these shared experiences and honest discussions that we are allowed to gain the insights and new approaches needed to tackle difficult challenges, both in our professional endeavors and as members of our communities. By asking these questions, looking into our past and sharing our experiences, we expand our collective humanity. I've found that diversity celebrates differences, even as it helps us realize how much we have in common with each other.

I invite you to read through these stories and examples of our efforts create a more diverse, equitable and inclusive community in our firm. In doing so, we continue an important, rewarding and difficult conversation, and give new voices the opportunity to shape the future of our great firm and beyond.

Engage. Empower. Excel.



Partner and Chief Diversity, Equity and Inclusion Officer
Duane Morris LLP



ENGAGE, EMPOWER, EXCEL.

Three words. Each distinctly different. Yet each woven together with a connective thread that symbolizes both the opportunity

and the obligation we have as a profession to ensure that the full range of talent we bring into our respective organizations can realize their full potential. Ensuring they can do so in a barrier-free, supportive and collaborative environment benefits the firm, the client and the profession as a whole.

As evidenced by this year's annual report, Duane Morris has taken our award-winning DEI program to yet another level by expanding our engagement with the constellation of stakeholders who understand the true value of a diverse, equitable and inclusive workforce.

In 2022, both our DEI Consulting Practice and our Employee Resource Groups hit full stride with best-in-class programming and support for diverse populations, clients and the full firm at both the attorney and staff levels. We launched our DM DEI 360 podcast, which shared extraordinary conversations with CEOs, general counsels, thought leaders and some of the most influential legal minds in the profession. The year also saw Duane Morris recognized as the only firm in the nation to conduct mandatory, yearlong implicit bias training for both attorneys and staff.

Most importantly, for the fifth year in a row, our overall numbers and percentages of lawyers in each diversity category continued to grow, and the firm obtained Mansfield Certification Plus status for the second year in a row.



Our firm's leadership in this area is something of which all of us at Duane Morris are proud; yet our work continues and the ways in which we **engage** across the full DEI spectrum will continue to **empower** our work with our clients, attorneys and staff by providing opportunities for each of us to **excel**.

METRICS

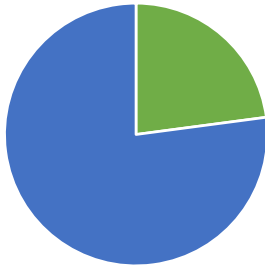


Duane Morris continually strives to become a more diverse, equitable and inclusive law firm that leads by example for the legal industry. As part of the firm's strategic initiative, diversity is now a key metric that is tied to our activities and is being addressed in a systemic manner. In 2022, our diversity metrics show we are making progress, with opportunities to grow further.

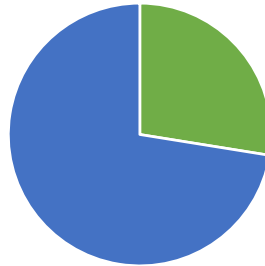
ALL U.S. ATTORNEYS: 799

U.S. ASSOCIATES: 414

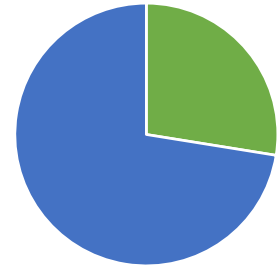
U.S. PARTNERS: 385



■ Diverse: 183 ■ Non-Diverse: 616



■ Diverse: 114 ■ Non-Diverse: 300



■ Diverse: 65 ■ Non-Diverse: 320

FIRM DIVERSITY HEADCOUNTS THROUGH DECEMBER 31, 2022 – U.S. ONLY

	EQUITY PARTNER	NON-EQUITY PARTNER	ASSOCIATE	COUNSEL	TOTAL
African American	2	6	5	5	18
Hispanic/Latino	6	12	25	8	51
Alaska Native/American Indian	0	0	0	0	0
Asian	5	14	29	7	55
Native Hawaiian/Other Pacific Islander	0	0	0	0	0
Multiracial	0	6	16	5	27
White	136	198	192	122	648
LGBT	7	4	9	3	23
Disabled	0	3	5	1	9
Women	25	60	133	45	263
Men	124	176	134	102	536



**DIVERSITY, EQUITY
& INCLUSION**
Duane Morris LLP



Mansfield Rule™
Certified Plus Powered by DIVERSITYLAB
2021-2022

Duane Morris LLP Achieves Mansfield 5.0 Certification Plus

Duane Morris LLP has attained Mansfield 5.0 Certification Plus status. The goal of the Mansfield Rule is to boost the representation of historically underrepresented lawyers in law firm leadership. Achieving “Plus” status indicates that, in addition to meeting or exceeding the baseline requirements, the firm has successfully reached at least 30 percent diverse lawyer representation in a notable number of current leadership roles.

Duane Morris Partner and Chief Diversity, Equity and Inclusion Officer Joseph K. West Named Chair of American Bar Association Council of the Section of Legal Education and Admissions to the Bar



Duane Morris Partner and Chief Diversity, Equity and Inclusion Officer **Joseph K. West** was named chair of the Council of the American Bar Association Section of Legal Education and Admissions to the

Bar at the ABA annual meeting in Chicago. The ABA is the largest voluntary association of lawyers in the world. As the national voice of the legal profession, the ABA works to improve the administration of justice, promotes programs that assist lawyers and judges in their work, accredits law schools, provides continuing legal education and works to build public understanding around the world of the importance of the rule of law.

Cyndie M. Chang Named a Member of Committee of 100



Duane Morris LLP Los Angeles office managing partner **Cyndie M. Chang** has joined the Committee of 100 as one of its newest members of noteworthy leaders and professionals. This invitation-only

organization of prominent and extraordinary Chinese Americans in business, government, academia and the arts is nonpartisan and dedicated to the spirit of excellence and achievement in America.

Duane Morris Recognized for Patent Prosecution and Attorneys Named Life Sciences Stars by LMG Life Sciences 2022



Duane Morris LLP was ranked as a firm in Patent Prosecution by LMG Life Sciences 2022. Additionally, four Duane Morris partners were named “Life Sciences Stars” by LMG Life Sciences, including

Vicki Norton for Patent Strategy & Management.

Best of the Bar: Philadelphia’s Top Lawyers



Rebecca A. Guzman was honored in the “Best of the Bar: Philadelphia’s Top Lawyers” list by the *Philadelphia Business Journal* for her significant and recent achievements.

Daily Journal’s 2022 Top Cannabis Lawyers List



San Francisco partner **Tracy A. Gallegos** was named to the *Daily Journal’s* 2022 Top Cannabis Lawyers list, which recognizes the top California attorneys working in the field of cannabis.



John A. Nixon Elected NAPPAs President for 2022-2023



Duane Morris LLP partner **John A. Nixon** has been elected by the National Association of Public Pension Attorneys (NAPPA) executive board to serve as president for 2022-2023.

He previously served as vice president of the organization and chair of its tax section. NAPPA is a professional legal and educational organization created in 1987 for attorneys who represent public pension funds.

Chambers and Partners Recognizes Duane Morris Attorneys

The 2022 Chambers and Partners regional guides of "leading lawyers for business" – Chambers USA, Chambers Global and Chambers Asia-Pacific – included the following diverse attorneys:



| **Neville Bilimoria**

| **Phil Cha**



| **Tracy Gallegos**

| **Alex Gonzales**



| **John Nixon**

| **Miles Plaskett**



| **Lisa Spiegel**

| **Ray Wong**

Duane Morris Partner Monté T. Squire Appointed to the Lawyer Advisory Committee to the United States District Court for the District of Delaware



Duane Morris LLP partner **Monté T. Squire** has been appointed to serve on the Lawyer Advisory Committee to the United States District Court for the District of Delaware. The committee is appointed by the Chief Judge and

is intended to assist and serve the United States District Court for the District of Delaware in achieving, dispensing and administering justice in a fair, impartial, effective and efficient manner. The work of the committee includes: serving as a liaison between the bench, the bar and the public; undertaking projects as requested by the court; and reviewing and recommending local rules, practices and procedures to improve court proceedings.



Six Duane Morris Partners Included in Lawyers of Color's Law Firm Leaders Issue 2022

Duane Morris LLP partners **Phil Cha**, **Cyndie M. Chang**, **Terrance J. Evans**, **Chester P. Lee**, **Lisa T. Scruggs** and **Joseph K. West** were included in Lawyers of Color's inaugural Law Firm Leaders issue. The issue is a comprehensive listing of law firm decision-makers who are of African, Asian, Hispanic or Native American descent. Those included in the publication are managing partners (office or national), executive/management committee members and practice group heads/co-heads.

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.



Introducing the Duane Morris DEI 360 Podcast with Joe West



The Duane Morris DEI 360 Podcast, hosted by Partner and Chief Diversity, Equity and Inclusion Officer [Joseph K. West](#), features candid conversations with legal and business leaders on the issues and challenges in our collective efforts to advance diversity, equity and inclusion. The 2022 season included the following episodes:

Episode 23: Rosa Ertze – From Double Axels to Acquisitions



Joe West talks with [Rosa Ertze](#), partner in our Corporate Practice Group, about her leadership of the Hispanic and Latino Employee Resource Group and her thriving international practice. Rosa also shares why she became a lawyer and what she would change about the profession if given the power to do so.

Episode 22: How Adversity Builds a Titanium Spine



Joe West and [Joan Haratani](#) have a conversation about her experiences as a Japanese American lawyer and leader whose parents were among the approximately 112,000 Japanese Americans incarcerated by the U.S. government during World War II. Joan shares how that injustice and adversity became driving forces throughout her life and career to advocate for change. In addition to her high-profile litigation work, Joan has earned numerous accolades for her efforts to promote diversity, equity and inclusion in the legal profession, including the ABA's 2021 Margaret Brent Award and the Chambers USA 2020 Outstanding Contribution to Furthering the Advancement of Diversity in the Legal Profession Award.

Episode 21: Eve Klein – Covering Employment Law from A to Z



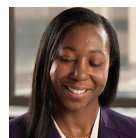
[Eve Klein](#), chair of the firm's Employment, Labor, Benefits and Immigration Practice Group, discusses the changing legal landscape and the importance of diversity in the era of remote work, the "great resignation" and the pandemic.

Episode 20: ESG Is Growing Teeth – What's Next on the Enforcement Horizon?



Duane Morris Partner [Brad Molotsky](#) talks with Joe West about how ESG is changing minds and the business world as the marketplace increasingly demands corporate responsibility across a range of issues: the environment, diversity, equity and inclusion, and good governance. Having a strong ESG program is a competitive advantage that improves the bottom line and attracts the best talent, while addressing issues that affect everyone.

Episode 19: Angela Winfield: Leaning into the Tough Questions on Diversity as a "Blind, Black Woman"



[Angela Winfield](#), Vice President and Chief Diversity Officer for the Law School Admission Council, talks with Joe West about her work to encourage diverse and talented individuals to see themselves in the legal industry and to support them through law school and their legal careers. Describing herself as "proudly and unabashedly a blind, Black woman" who "owns all three of those things fully," Angela shares how her own challenging journey drives her to forge a path for those following in her footsteps.

Episode 18: IP Partner Alain Villeneuve on LGBT Rights and the Pendulum Swing of Progress



Joe West talks with [Alain Villeneuve](#) about what drew him to the firm, how being LGBT and an immigrant shaped his career and experiences, and the importance of finding the positives when our social progress seems stalled and suffers setbacks.





Episode 17: A Conversation with Wendell Pierce in Honor of Juneteenth



Duane Morris Partner and Chief Diversity, Equity and Inclusion Officer Joseph K. West speaks with the actor, activist and entrepreneur [Wendell Pierce](#) on issues of concern to communities of color and Wendell's recent entry into media ownership.

Episode 16: Damon Hewitt and His Career of Fighting for Civil Rights and Racial Justice



Joe West talks with [Damon Hewitt](#) about his career of fighting for civil rights and racial justice.

Episode 15: Corporate Partner Amauri Costa Discusses Doing Business in Latin America



Joe talks with [Amauri Costa](#), partner in the Duane Morris Corporate Practice Group, about his career doing business in Latin America and his role as co-leader of the firm's attorney Hispanic and Latino Employee Resource Group.

Episode 14: Nevada Attorney General Aaron Ford Discusses Public Services as a Calling



[Aaron Ford](#), Attorney General of Nevada and the first African American to hold statewide constitutional office in Nevada, talks with Joe West about his career path and calling: to serve the public as a teacher, lawyer and elected official.

Episode 13: A Conversation with Sharon Caffrey, Co-Chair of the Duane Morris Trial Practice Group



Joe West talks with Trial Practice Group Co-Chair [Sharon Caffrey](#) about leading the largest practice at the firm while maintaining her own active practice, developing the next generation of trial lawyers, how the firm combats implicit bias in assignments, and her advice for young lawyers in the hybrid workplace.

Episode 12: Austin So – The Evolution of the Trusted Adviser and Supporting the GC in Times of Transition



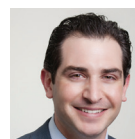
[Austin So](#), General Counsel & Head of Sustainability of Armstrong World Industries, talks with Joe West about "the hot mess" of the first half of his career and how following his mentor's advice to "ruin his resume" gave him the variety of skills and experiences needed to move up and into the C-suite. Austin also shares what led him to pursue a legal career, the importance of diversity and mentoring, and the advice he has for young lawyers.

Episode 11: Noni Ellison of Tractor Supply on Career Growth, Professional Development and the Expectations of In-House Counsel



Joe West talks with [Noni Ellison](#), Senior Vice President, General Counsel and Corporate Secretary of Tractor Supply, about her career path and the key to her success: finding a space where she can be her authentic self and bring all of her skills and experience to work every day.

Episode 10: Mike Zullo and Advocating to Improve the Lives of People with Disabilities



Duane Morris Partner and American Association of People with Disabilities Board Member [Mike Zullo](#) talks about his work at the firm and with the AAPD to advocate for full civil rights for the over 60 million Americans with disabilities.

Episode 9: JAMS VP and CMO Mark Smalls on Diversity, Equity & Inclusion and Alternative Dispute Resolution



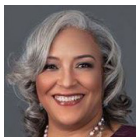
[Mark Smalls](#), Vice President and Chief Marketing Officer of JAMS, talks about the importance of diversity and representation in arbitration, mediation and alternative dispute resolution.

Episode 8: Yvonne Kilmer Discusses Office Management, Community Engagement and Inclusiveness



Partner and Chief Diversity & Inclusion Officer Joe West sits down with [Yvonne Kilmer](#), Office Manager of the Duane Morris San Diego office, Co-Leader of the Hispanic/Latino Staff Employee Resource Group and Vice President of the Association of Legal Administrators, San Diego Chapter, about her experiences at the firm and her involvement in the community.

Episode 7: Sherry Williams and the Leadership Trifecta: Chief Legal Officer, Compliance and HR



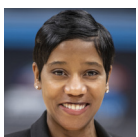
Joe West talks with [Sherry Williams](#), Chief Legal Officer, Chief Compliance Officer, Corporate Secretary and SVP of Human Resources at Strategic Materials, Inc., about her career path and the importance of having your own personal board of directors.

Episode 6: Diversity, Brilliance and Intellectual Property – A Discussion with Former PTAB Judge and Duane Morris IP Partner Monté T. Squire



Joe West talks with [Monté T. Squire](#) about his career path – engineer, law school, administrative patent judge and member of the USPTO Patent Trial and Appeal Board – and the value a lawyer with deep STEM skills can bring to a business.

Episode 5: Leadership, Mentoring and the C-Suite – A Conversation with Erica McKinley



[Erica McKinley](#), Chief Legal Officer and General Counsel of the Big Ten Conference, shares how mentorship – and her active approach to being mentored – helped build relationships and create opportunities throughout her career.

Episode 4: Michael Bernick: Raising Awareness of Neurodiversity, Creating Opportunities for the Neurodiverse



Joe West talks with colleague [Michael Bernick](#), employment lawyer at Duane Morris LLP, about his experiences and efforts to raise awareness of neurodiversity and create job opportunities for people with autism, ADHD and other neurodiverse conditions. Michael serves on the board of the Autism Aspergers Spectrum Coalition for Education Networking and Development (AASCEND) and is the author of *The Autism Job Club* and *The Autism Full Employment Act*.

Episode 3: Representation Matters: A Conversation with the Honorable Shira Scheindlin



Joe West talks with the [Hon. Shira Scheindlin](#), former U.S. District Court judge for the Southern District of New York, about her career, the landmark cases she presided over, including the “stop-and-frisk” ruling, and why representation matters.

Episode 2: April Smith, Deputy District Attorney, Alameda County



Joe West talks with [April Smith](#), Deputy District Attorney for Alameda County, about her career and why she became a lawyer, her advice for young lawyers, addressing the lack of diversity in the legal profession and a reminder for lawyers who are fighting for change and progress to take time to care for themselves, too.

Episode 1: Don Liu: Cultivating the Next Generation of Legal Talent



Joe West and [Don H. Liu](#), Executive Vice President and Chief Legal and Risk Officer at Target, discuss the importance of creating a culture of professional development within corporate legal departments. Topics include building one’s professional brand, navigating moving between industries and developing a career path in the legal industry.



The 33rd Annual Wiley A. Branton Symposium: Championing Civil Rights: Creating Prosperity for Historically Disadvantaged Communities

The National Bar Association's 33rd Annual Wiley A. Branton Symposium returned as an in-person experience in historic Philadelphia, Pennsylvania. The 2022-23 theme is Championing Civil Rights: Creating Prosperity for Historically Disadvantaged Communities. The conference included the annual Wiley Branton Awards, Continuing Legal Education (CLE) seminars and a reception hosted by Duane Morris LLP.



Duane Morris Sponsors the 2022 NAPABA Annual Convention

Duane Morris proudly sponsored the 2022 NAPABA Convention, the largest annual gathering of Asian American and Pacific Islander (AAPI) attorneys, judges, law professors and law students – bringing meaningful insights, networking opportunities and perspective to the legal community. **Phil Cha**, **Cyndie Chang**, **Deborah Lu**, **Philip Woo**, **Brandon Chan**, **Hari Kumar** and **Grace Sur** attended, with **Umica Anderson-Howard** managing the Duane Morris exhibit booth.



Looking East to Singapore: Asia's Leading Global Financial Center

Duane Morris, the Monetary Authority of Singapore and GIC presented an overview of the economic and investment opportunities of Singapore, a leading global financial center. Our panelists discussed Singapore's current environment for business, including challenges from the pandemic, geopolitical tensions, climate change and monetary policy, along with how Singapore's robust economy, political stability, highly educated workforce and transparent, business-friendly legal framework make it an attractive safe harbor for growth and investment in an uncertain global economy.

10th Annual Citywide Diversity, Equity and Inclusion Panel Discussion



Duane Morris and the Bar Association of San Francisco presented the 10th Annual Citywide Diversity, Equity and Inclusion Panel Discussion, Addressing Threats to Civil Rights, Diversity, Equity and

Inclusion Across America. Moderated by **Terrance Evans**, the panel of diverse bar association leaders explored recent and pending civil rights cases before the U.S. Supreme Court and state legislation impacting civil rights issues.

A Pride Month Celebration and Conversation with Stacey Stevenson

At the Duane Morris Pride Month town hall, **Stacey Stevenson**, CEO of Family Equality, discussed creating and protecting LGBTQ+ families and the fight for dignity and equality for those families. Stacey is an experienced business leader who has worked in defense, technology and finance senior roles. She was recently senior managing director at Charles Schwab and Co. in Westlake, Texas, where she oversaw major initiatives, including voice technology, digital and talent. While at Charles Schwab, she tirelessly advocated for creating a safe and inclusive space for all in the workplace in her roles as local and national co-chair for Schwab's Pride ERG and through the partnerships she established with multiple LGBTQ nonprofits. Stacey has been active in the fight for equality in Dallas through leading community projects and nonprofit board service.

"One of our staff members said that her daughter approached her and said, 'Does this mean if marriage equality is overturned, does that mean that we're going to be taken away from you? Does it mean that our family is going to be broken apart?'"

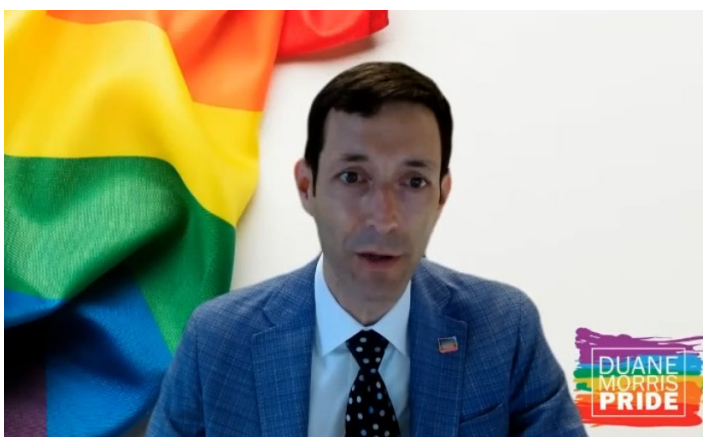
There's definitely lots of concern and we're preparing and need to prepare for it, but the thing I want people to know is that if this does happen, if marriage is overturned, it's not going to be overnight.

If it does happen, Family Equality, along with our partners, are going to fight like hell, we're going to fight like hell, to protect it."

Stacey Stevenson

Rein Them In or Let Them Fly? International and Hybrid Work: Legal Considerations and Employee Retention

In this initiative of the Duane Morris Hispanic/Latino Employee Resource Group, Duane Morris and Colombian law firm Brigard Urrutia held a lively conversation on the legal aspects of the hybrid workplace and strategies for retaining employees.





A Conversation with Wendell Pierce in Honor of Juneteenth

Duane Morris Partner and Chief Diversity, Equity & Inclusion Officer **Joseph K. West** and actor, activist and entrepreneur **Wendell Pierce** discussed issues of concern to communities of color and Wendell's recent entry into media ownership.



"Juneteenth is a celebration for all Americans, right? It's a celebration for all Americans, it's the evolution of the best of us. A celebration that we evolved to a place. We took something ugly and made it beautiful. That's the lesson of Juneteenth and to celebrate the resilience that we all share, and the more specific you are, the more universal you become."

Wendell Pierce



Establishing an Effective Neurodiversity Employment Program: Legal Issues in 2022 and Best Practices

In recent years, more than 60 major companies in the United States have established targeted programs to hire adults with neurodiverse conditions – autism primarily, but also ADHD, dyslexia and a range of other learning differences. Further, the number of such targeted neurodiversity employment programs has grown in 2022, with new programs underway and in various stages of development.

In this one-hour webinar, a panel of business executives and Duane Morris attorneys discussed the creation and structuring of neurodiverse employee programs and the positive results so far. The panel also examined the operational and legal considerations that come with these programs and offered insights and strategies to address them.



George B. Vashon Lecture

The 2022 George B. Vashon Lecture explored the theme "Strengthening the Diverse Legal Pipeline from Matriculation Through Maturity." **Joseph K. West**, Trial Partner and Chief Diversity, Equity and Inclusion Officer, led a panel discussion featuring **Randy E. Hayman**, Esq., Commissioner and CEO, Philadelphia Water Department; **Kevin R. Johnson**, Dean, Mabie-Apallas Professor of Public Interest Law and Professor of Chicana/o Studies, UC Davis School of Law; **W. Davis Smith**, Chair, California Law Pathways, and former Senior Vice President and General Counsel, San Diego Gas & Electric; **Angela Winfield**, Vice President and Chief Diversity Officer, Law School Admission Council; and **Sandra S. Yamate**, Chief Executive Officer, The Institute for Inclusion in the Legal Profession.

The Past, Present and Future of Diversity, Equity and Inclusion Through the Eyes of Our Pioneers

In celebration of Black History Month, Duane Morris proudly presented a panel discussion featuring Black pioneers of Duane Morris LLP: two current partners, two alumni, one human resources director and numerous firsts. **Nolan N. Atkinson Jr.** and **Robert L. Archie Jr.** were the first Black lawyers to make partner at Duane Morris. **Paulette Brown** is a former Duane Morris partner and the first woman of color to serve as president of the American Bar Association. **Chanel N. Bell** is the director of human resources at Duane Morris LLP and is the first Black woman to serve in that role. **Dawnn E. Briddell** is the first Black woman to serve as president of the Camden County Bar Association. These are just some of the accomplishments of our impressive panel and moderators, who are all forging new paths in the legal industry and clearing the way for the next generation. The pioneering panel shared insights, experiences and perspectives on diversity, equity and inclusion in the legal profession and at Duane Morris. Topics of discussion included stories of how each panelist began their legal careers, the progress achieved, what obstacles remain, what opportunities are emerging and what we can each do to advance diversity, equity and inclusion in the legal community.



The History of Black Lawyers in California Through the Eyes of Former Bar Association Presidents

This Black History Month program featured some of the most prominent Black attorneys in California, all of whom have served as president of the largest Black bar associations in the United States and the state of California. Three of the panelists – **Robert Harris**, **John Burris** and **George Holland Sr.** – were founding members of the California Association of Black Lawyers, the umbrella organization for all Black bar associations and judicial associations in California. Our distinguished panelists discussed the important contributions that Black lawyers and Black bar associations have had on civil rights, diversity, equity and inclusion in California. **Terrance Evans**, Duane Morris LLP partner and Charles Houston Bar Association president, and **Amyra Cobb-Hampton**, Solano County deputy public defender and CHBA Legal Services chair, served as moderators.



Duane Morris Implicit Bias Training

In July 2022, the firm launched implicit bias training for attorneys throughout our U.S. offices. Led by **Joseph K. West**, **Linda Hollinshead**, **Terrance Evans**, **Meagan Garland** and **Michael Cohen**, the sessions explored implicit bias and how it impacts our actions and decisions in unintended ways. More than 80 percent of our attorneys participated in the training program, which spanned 28 sessions in a mixture of Zoom, hybrid and in-person events.

Engage. Empower. Excel.

**Ensuring Accessibility in Diversity, Equity and Inclusion**

November 11, 2022

ABA 16th Annual Section of Labor and Employment Law Conference

Joseph K. West

Limits on Executive Power – Are Brazilian Presidents More Powerful Than U.S. Presidents?

November 4, 2022

iLegis | International Conference on Legislation and Law Reform

Amauri G. Costa

Employment Law 103: A Deeper Dive

November 2, 2022

DMi | Webinar

Marc J. Scheiner

Diverse Lawyers at the Top: A Conversation with Law Firm Leaders

October 27, 2022

ABA Litigation Section | 2022 Professional Success Summit

Cyndie M. Chang

The Future of Office: Understanding the Ripple Effects of the Pandemic and Hybrid Work

October 26, 2022

iGlobal Forum | Global Leaders in Real Estate Summit

Chester P. Lee

Commercial Real Estate

October 13, 2022

Black In-House Counsel | Webinar

N. Gordon Knox

Patent Litigation Trends

October 13, 2022

BiHC Network | Elevating Partners of Color Summit

Monté T. Squire

HR in the Heartland: Compliance Action Items for Illinois and Ohio Employers

September 20, 2022

DMi | Webinar

Daniel O. Canales

Portia Project Podcast

September 19, 2022

Portia Project Podcast | Podcast

Cyndie M. Chang

Towards More Effective Cannabis Regulations

September 16, 2022

CanEx Jamaica | Conference

Matthew J. McCarthy

Race Learnings

September 14, 2022

The Law Society of England and Wales and The Institute for Inclusion in the Legal Profession U.K./U.S. Comparative D&I Roundtable Series

Joseph K. West

Artificial Intelligence and Machine Learning: Advising Businesses on the Legal Implications of Relying on AI and ML to Develop Products and Optimize Processes

September 9, 2022

Hispanic National Bar Association | Conference

Richard L. Cruz

Market Conduct Examinations

August 19, 2022

ABA Tort Trial & Insurance Practice Section
47th Annual Tips Mid-Winter Symposium on Insurance and Employee Benefits – Life, Health and Disability, and ERISA: Emerging Issues and Litigation

Alexander J. Gonzales P.C.

All New Title IX Regulations – Once Again Shifting Obligations of Institutions and Coordinators

August 17, 2022

DMi | Webinar

Edward Cramp

Words Matter: Tips for Finding the “Right” Words in Challenging Workplace Conversations

August 9, 2022

DMi | Webinar

Natalie F. (Hrubos) Bare

Diversity, Equity and Inclusion Speaker

July 26, 2022

American Immigration Council Board Meeting

Joseph K. West

David v. Goliath: Engine No. 1, ExxonMobil and the Emergence of ESG in Proxy Voting

June 21, 2022

National Association of Public Pension Attorneys (NAPPA)
Legal Education Conference, Louisville, Kentucky

John A. Nixon

The Pits and Peaks of Being an Employer in Today's Social Media World

June 16, 2022

DMi | Webinar

Maryam Maleki

Global Corporate Governance: Sustainability and Equity

June 8, 2022

Southern University Law Center and the Global Corporate Governance Institute | Baton Rouge, Louisiana

Joseph K. West

All New Title IX Regulations: Analysis and Practical Advice for Compliance

June 1, 2022

CECU 2022 Career Education Convention
Las Vegas, Nevada

Edward Cramp and Jessica S. High

Navigating the New Normal: Professional Life Reshaped by the Pandemic

April 1, 2022

MBK | MSK 2022 Fellowship Summit | Webinar

John A. Nixon

Key Considerations for Capital Allocation: How to Balance Risk to Maximize Returns

March 10, 2022

iGlobal 23rd Real Estate Private Equity Summit

Chester P. Lee

How Lawyers Can Eliminate Bias Related to Racism, Sexism, Homophobia and Transphobia in the Legal Profession

March 4, 2022

ABA 2022 Insurance Coverage Litigation Committee
CLE Seminar | Tucson, Arizona

Terrance J. Evans

We Have a Problem: Addressing the Widening Gaps in Compensation, Development and Promotion of Black Lawyers

February 25, 2022

National Bar Association Commercial Law Section's 35th
Annual Corporate Counsel Conference | Miami, Florida

Joseph K. West

2022 Florida Delta Days at the Capitol

February 20, 2022

Delta Sigma Theta Sorority, Inc. | Webinar

Joseph K. West

Black History Month Panel Discussion

February 16, 2022

University of Notre Dame Law School

Notre Dame, Indiana

Paris Mayfield

Workplace Diversity & Employee Retention: How to Recruit and Retain Your Talent

February 10, 2022

DMi | Webinar

Carla N. Murphy and Sarah A. Gilbert



**DIVERSITY, EQUITY
& INCLUSION**
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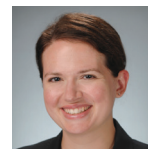
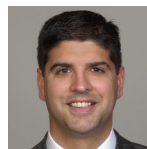
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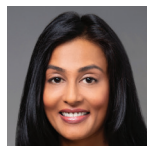
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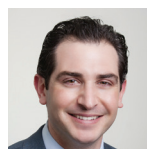
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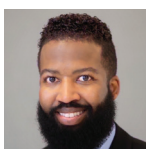
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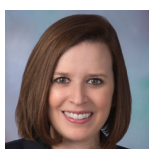
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Christiane Campbell, Dominica Anderson and Nanette Heide



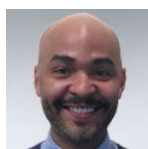
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