

2022 Diversity and Inclusion Year in Review

WINTER 2022/2023

In This Issue:

2022 Initiatives

- Mansfield Rule Certification
- Leadership Council on Legal Diversity (LCLD)/Corporate Counsel Women of Color (CCWC)/Minority Corporate Counsel Association (MCCA)/Association of Law Firm Diversity Professionals (ALFDP)
- Fordham Law's Diversity, Equity and Inclusion (DEI) Networking Event
- Internal Survey
- DEI Fellowship
- Racial Justice Initiative (RJI) Featured in *Savoy*
- RJI Scholars Program

RJI Events

Heritage Celebrations

- Lunar New Year
- Martin Luther King Jr. (MLK) Day
- Holocaust Remembrance Day
- Black History Month
- Women's History Month
- Asian American Pacific Islander (AAPI) Month
- Juneteenth
- Pride Month
- Hispanic Heritage Month
- Native American Heritage Month

Social Events

How To Get Involved in 2023

- Key DEI Engagement Opportunities
- Your 10 Rules for Allyship
- Diversity & Flexibility Alliance Tips for Individual Success in a Hybrid Environment
- Transgender Training Institute Resources

2022 Initiatives

Mansfield Rule Certification



In 2022, Kramer Levin obtained Diversity Lab's **Mansfield Rule 5.0 certification** and is continuing its participation by seeking the newest certification level, Mansfield Rule 6.0. The Mansfield Goal was launched in 2017, and its goal is to boost the representation of diverse lawyers in law firm leadership by broadening the pool of candidates considered for those opportunities.

To be certified for Mansfield Rule 5.0, participating law firms must, among other requirements, commit to considering for leadership roles at least 30% women, underrepresented racial and ethnic lawyers, LGBTQ+ lawyers, and lawyers with disabilities, as well as including at least the same number in critical pipeline activities and producing transparent leadership role descriptions.

Leadership Council on Legal Diversity (LCLD)/Corporate Counsel Women of Color (CCWC)/Minority Corporate Counsel Association (MCCA)/Association of Law Firm Diversity Professionals (ALFDP)



As a proud member of the LCLD, Kramer Levin continued its commitment to building a more diverse, inclusive and equitable legal profession through the measurable and sustainable actions outlined in the **Leaders at the Front pledge**.

In October, the firm was proud to sponsor the CCWC Entrepreneurs 18th Annual Career Strategies Conference. Our Chief Diversity and Inclusion (D&I) Officer **Nada Llewellyn** and Corporate Deputy Chair **Jamie Kocis** attended the event in National Harbor, MD (see photo, left).

This fall, the D&I Team attended both the MCCA's Creating Pathways to Diversity Conference and the annual conference of the ALFDP. In addition to demonstrating the firm's commitment to advancing DEI in the legal profession, both conferences presented opportunities to learn best practices for law firm DEI efforts.

Fordham Law's Diversity, Equity and Inclusion (DEI) Networking Event

Kramer Levin was delighted to join roughly 130 students and more than 60 firms and organizations participating in Fordham Law's first in-person DEI Networking Event on Wednesday, Nov. 16. Over the course of the event, which was covered in [Law.com](#), the Kramer Levin delegation — comprising Corporate Partner **Christopher Auguste**, Real Estate Associate and Fordham Law graduate **Jacqueline Ryu**, Legal Recruiting Coordinator **Erica Huttunen**, and Associate Director of D&I **Matthew Pucciarelli** — met with Fordham Law students and staff, offering their perspectives on the firm's welcoming culture and varied practice areas, unique offerings such as our RJI Scholars program for 1Ls, and commitment to recruiting and developing a diverse workforce.



Internal Survey

The firm engaged Nextions LLC to conduct a climate survey of our community. The analysis included a review of our policies, procedures and programs; listening sessions; and a written survey. The data generally showed a positive perception of the firm and our commitment to D&I.

Based on the survey results, we understand that there is a desire for more formal sponsorship opportunities. As a result, the D&I Team, in collaboration with other firm stakeholders, will design a sponsorship program in 2023, with the goal of a January 2024 launch.

The survey also revealed that more than 41% of associates, counsel and special counsel who responded to the survey joined the firm

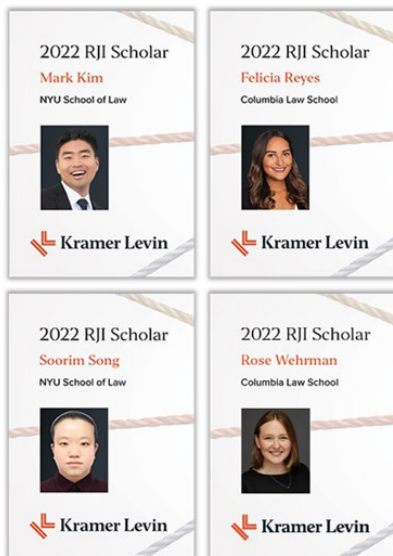
after March 2020; in addition, more than 68% of associates, counsel and special counsel who responded were born after 1980. As we work to create a successful hybrid work environment, it will be important to attend to generational differences. Similarly, with so many lawyers joining after March 2020, it is important that we be intentional in the ways we talk about and demonstrate the Kramer Levin culture.

We continue to review the recommendations we received this fall and will share in early 2023 both the recommendations and the resulting actionable items we identify.

DEI Fellowship

This year, the firm launched our DEI Fellowship program. This \$50,000 fellowship serves as both a recruitment and a retention tool, as the fellowship is paid out over several years (commencing with the recipient's 2L summer and concluding at the end of the recipient's second year of practice). Law students encouraged to apply include first-generation college and/or graduate students and students from disadvantaged socioeconomic backgrounds.

RJI Scholars Program



In keeping with our commitment to D&I, Kramer Levin once again offered its **RJI Scholars program** for 1L law students at select New York City law schools. The RJI Scholars program is for law students who have demonstrated high academic achievement, leadership ability, excellent writing and interpersonal skills, and a commitment to promoting D&I in their community or at school. Students encouraged to apply include highly motivated members of diverse populations that have been historically underrepresented in the legal profession, including, but not limited to, racial, ethnic and gender minorities; members of the LGBTQ+ community; first-generation college and/or graduate students; students with disabilities; veterans; and students from disadvantaged socioeconomic backgrounds.

Our **2022 class** included **Mark Kim** (New York University School of Law), **Felicia Reyes** (Columbia Law School), **Soorim Song** (New York University School of Law) and **Rose Wehrman** (Columbia Law School).

Racial Justice Initiative (RJI) Featured in Savoy

Chief D&I Officer **Nada Llewellyn** wrote about the RJI in the 2022 Legal Edition of *Savoy*, highlighting the initiative's purpose and programs.



RJI Events

Kramer Levin's RJI, led by our Pro Bono Committee, remains committed to supporting actions that can effect real change. This year, more than 120 volunteers, staff and lawyers pursued a variety of projects, including the following:



The presentation “Racial Justice Issues in the Criminal Justice System” included a discussion on how issues of race result in the disparate inclusion and treatment in the criminal justice system of members of communities of color. The conversation tackled complex issues such as gang databases, pretrial detention, low pay for indigent defense and disparate sentencing decisions.



A dialogue titled “The Fight for Civil Rights: How the Fight Has Changed (and How It Remains the Same)” featured Damon Hewitt, president and executive director of the Lawyers’ Committee for Civil Rights Under Law, and Litigation partner **Steven Sparling**. The conversation covered election protection, partisan gerrymandering, anti-eviction defense efforts and other timely issues.



An identity theft advocacy clinic and CLE presentation was sponsored in collaboration with Kramer Levin’s Pro Bono Committee. Working with Her Justice, lawyers assisted low-income women who have been victims of identity theft and who have had difficulty achieving justice because of the role racism plays when reporting it. Lawyers reviewed victims’ credit reports, prepared Federal Trade Commission identity theft reports, and drafted dispute letters to the credit reporting agencies and creditors.

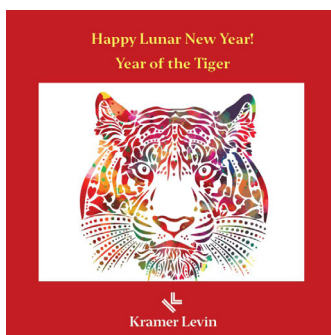
A virtual pro bono clinic was held to assist Venezuelans with reregistration applications for Temporary Protected Status. In observance of Hispanic Heritage Month, the RJI hosted this clinic, collaborating with the City Bar Justice Center’s Immigrant Justice Project and with lawyers from Deloitte to assist clients.

A series of programs were facilitated by the Asian American Bar Association of New York (AABANY), including “Anti-Asian Violence and Harassment: Background and Solutions,” featuring New York mediator and arbitrator Christopher M. Kwok, adjunct professor of Asian American Studies at Hunter College, and “Endless Tide: The Continuing Struggle to Overcome Anti-Asian Hate in New York,” featuring Professor Elaine Chiu.



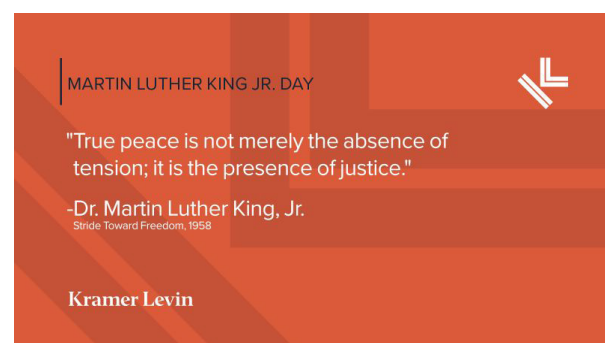
Heritage Celebrations

Lunar New Year



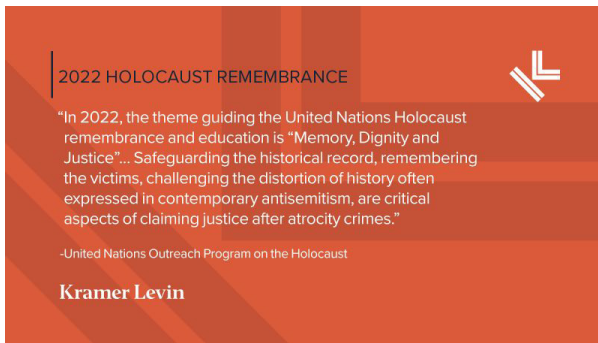
Kramer Levin’s social media pages posted Happy Lunar New Year wishes.

Martin Luther King Jr. (MLK) Day



In honor of MLK Day, our RJI hosted a discussion on how issues of race result in the disparate inclusion and treatment in the criminal justice system of members of communities of color (see “Racial Justice Issues in the Criminal Justice System” in the RJI Events section above).

Holocaust Remembrance Day



The firm's social media pages highlighted commemorative events and educational activities livestreamed by the United Nations Outreach Program on the Holocaust.

Black History Month



The firm offered tickets to a facilitated interactive virtual tour of "The Complex Tapestry of a Civil-Rights America" at the International Civil Rights Center and Museum.

In addition, the firm's social media pages highlighted African American legal trailblazers Hon. Jane Matilda Bolin, Macon Bolling Allen, Fred Gray and Barbara Jordan.

Black History Month and Women's History Month



In celebration of Black History Month and Women's History Month, Kramer Levin proudly sponsored a presentation by Dr. Taja-Nia Henderson titled "Finding Lutie: One Law Professor's Search for a Foremother and the Perils of Lost Talent."

The presentation explored how the legal profession can recognize and cultivate talent in lawyers from historically underrepresented backgrounds and the opportunity cost of failing to do so. Dr. Henderson is a professor of law at Rutgers Law School and serves as dean of the Rutgers School of Graduate Studies - Newark. Her research on property and prisons has been published in numerous law reviews and featured in *The New York Times* and *Teen Vogue*.

Asian American Pacific Islander (AAPI) Month

During AAPI Month, we partnered once again with TrustLaw, the Thomson Reuters Foundation's global pro bono legal program, to provide a pro bono "health check" for NGOs and social enterprises that serve underrepresented communities. In addition to assisting African Communities Together, Epitome of Soul and Life Project 4 Youth, we supported the AAPI community organizations Apex for Youth, Asia Initiatives and Womankind.



Juneteenth

In recognition of Juneteenth, we welcomed Dr. Brenna W. Greer, an associate professor of history at Wellesley College, for a virtual presentation titled “Juneteenth as History and Holiday.” The presentation explored the history behind Juneteenth, discussed ways in which it has been/is celebrated, and spoke to its larger significance within U.S. history and at the present moment.



Pride Month

In honor of Pride Month, Kramer Levin engaged the [Transgender Training Institute](#) to present its “[Trans 101: Foundations of Knowledge and Action](#)” course. We also posted on social media about the firm’s unique history of involvement with the LGBTQ community, from our role in helping launch Gay Men’s Health Crisis (GMHC) in 1981 to investing thousands of pro bono hours in helping establish and protect marriage equality in New York State.

In collaboration with [Keshet](#), we hosted “[Intersecting Identities and Allyship: A Panel Discussion from a Queer Jewish Perspective](#)” in October.



Hispanic Heritage Month

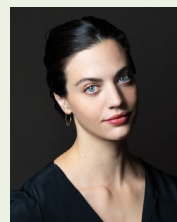


In celebration of Hispanic Heritage Month, Kramer Levin hosted Efrén Olivares in conversation with our own **Mike Martinez** (see *photo, left*), Litigation partner and member of the firm’s RJI. Mr. Olivares serves as deputy legal director of the Southern Poverty Law Center’s Immigrant Justice Project. He previously worked at the Inter-American Commission on Human Rights and at Fulbright & Jaworski LLP (now Norton Rose Fulbright). Mr. Olivares discussed his recently published book, *My Boy Will Die of Sorrow*, which offers a deeply personal perspective on the front lines of the fight against family separations in South Texas, with echoes of his own story of immigrating to the United States.

In addition, as mentioned earlier (see “[RJI Events](#)” on page 3), our RJI hosted a virtual pro bono clinic to assist Venezuelans with reregistration applications for Temporary Protected Status (TPS). We collaborated with the City Bar Justice Center’s Immigrant Justice Project and with lawyers from Deloitte to assist pro bono clients. TPS is a temporary form of immigration status issued in recognition of a humanitarian crisis in the designated country, which gives a person here without authorization the means to remain lawfully in the United States and obtain a work permit. Currently, Venezuelans present and continuously residing in the United States as of March 2021 can receive this protection through March 10, 2024. Reregistration is a critical step toward ensuring work authorization and ongoing stability for this vulnerable population.

Native American Heritage Month

During Native American Heritage Month, we invited Professor Precious Benally to present an overview of Indian law and discuss her recent work fostering state-tribal court collaboration. The event was hosted by law clerk **Kathleen Telfer** as well as Litigation partner and RJI co-founder **Steven Sparling**.

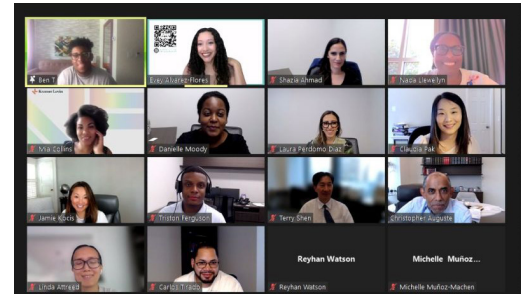


Social Events

Our Women's Initiative hosted a networking event that included a wine tasting. Attendees had the opportunity to reconnect with their colleagues and welcome new members.



In conjunction with the Women's Initiative, the firm hosted our first annual **March Madness Women's NCAA Bracket Competition**. Monetary donations totaling \$10,000 were made to equity-focused charities selected by the winning participants.



KraftyLab led our Attorneys of Color affinity group in a round of **Music Gumbo**. Musical producer Benjamin Thomas and voice instructor Evey Alvarez-Flores facilitated the creation of our own jingle by combining everyone's favorite songs and incorporating themes and words expressing the group's commitment to DEI.



At the **Donuts and DEI Social and DEI Ice Cream Social**, attendees enjoyed sweet treats while learning more about the firm's DEI initiatives.



Social Events (cont.)

On Nov. 30, the firm's affinity groups (Attorneys of Color, Working Parents, Employees With Disabilities and LGBTQ+ employees) gathered in our Multi-Purpose Room with the Attorney Ally Resource Group and the Diversity Committee for a "Mix and Jingle" event. We learned how to make a variety of cocktails and mocktails while connecting with colleagues old and new. Liquid Lab's staff provided expert mixology advice and judged the cocktail creation competition. "Gintersectionality" was the winner!



How To Get Involved in 2023

We're better together. We believe that we all have a role to play in making Kramer Levin more inclusive, and we encourage all employees to bring their ideas and energy to our effort to make Kramer Levin a place where everyone feels like they belong.

Key DEI Engagement Opportunities

- **Join a group:** Though each group charts its own direction based on member needs, our affinity groups, Women's Initiative and Women's Circles meet regularly to provide community, support and advocacy for historically underrepresented our affinity and resource groups within Kramer Levin and include the following:
 - Attorney Ally Resource Group
 - Attorneys of Color Affinity Group
 - Employees with Disabilities Affinity Group
 - LGBTQ+ Affinity Group
 - Women's Circles
 - Women's Initiative
 - Working Parents Affinity Group
- **Lead the way:** Get involved with the firm's D&I Committee, which calls on committed lawyers and staff to shape the future of an increasingly diverse Kramer Levin.
- **Attend regularly scheduled D&I Team events:** The firm regularly invites leading thinkers to present as part of our heritage month celebrations, discuss issues of critical concern for law firms and society at large, and raise awareness of emerging issues and their potential solutions.
- **Apply your talents to pro bono efforts:** The firm's efforts to foster a more just and equitable society extend far beyond our office walls. We encourage lawyers and staff to look at the RJI, in particular, for ways to shift our broader culture.
- **Ask questions:** Do you want to get involved, and/or have you seen great practices or programs elsewhere that you would like to bring to Kramer Levin? Reach out to Chief D&I Officer [Nada Llewellyn](#) or Associate Director of D&I [Matthew Pucciarelli](#).

Your 10 Rules for Allyship

(Source: [Michelle Silverthorn](#))

1. Center on those who are marginalized.
2. Become more aware of the biases you have against others.
3. Remember to show up for the community you're allying around.
4. Remember that all oppression is not the same; all experiences are not identical.
5. Interrupt bigotry when you see it.
6. Amplify those whom bias excludes from success.
7. Accept that you will make mistakes — and apologize for them.
8. Identify inequity in systems, and learn how you can change it.
9. Recognize that you will feel uncomfortable.
10. Put respect and empathy at the heart of all your work.

Diversity & Flexibility Alliance Tips for Individual Success in a Hybrid Environment

The Diversity & Flexibility Alliance has compiled [tips](#) that focus on ways employees can take control of their careers and succeed in a hybrid work environment.

Transgender Training Institute Resources

The Transgender Training Institute provides helpful information with the goal of contributing to a more just, equitable and affirming world, including the following resources:

- [Glossary of Terms](#)
- [Understanding and Using Personal Pronouns](#)
- [Supporting and Affirming Transgender and Non-Binary People](#)