



C A D W A L A D E R

CENTER FOR

DIVERSITY & INCLUSION

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Cadwalader has worked to achieve a truly inclusive work environment and, over the years, has developed many initiatives to address our challenges and achieve our goals on issues of diversity and inclusion. By making diversity and inclusion a cornerstone of Cadwalader's identity, we are building an even more vibrant and dynamic workplace that is fully prepared to serve our clients and communities. And to do that, our goal is to develop tomorrow's diverse leaders.

Events of 2020 laid bare the vast work we all need to do to build a fairer, safer and more racially just society, and here at Cadwalader, we are actively engaged in bringing about real change. We are one of over 260 law firms that have joined the Law Firm Antiracism Alliance, a new pro bono effort to direct the legal industry's resources and expertise to effecting change on equality and social justice. We also created and distributed an [Allyship and Antiracism Resource Kit](#), titled "Engaging in Conversations for Real Change," which includes comprehensive resources to provide important historical and social context to help guide and support everyone at the firm. The goals of the Resource Kit are to encourage open dialogue and discussion and, most of all, to encourage behavioral change.

Patrick T. Quinn

*Managing Partner, Chair,
Global Diversity Committee*

Our Global Diversity Committee

We believe that our continued strength – in service to our clients and as a firm – will be found in ensuring that we attract, retain and nurture the very best talent from all backgrounds, and we expect that Cadwalader will, with each passing year, more closely reflect the global community.



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Program Spotlight

**Juneteenth:
America's Other Independence Day**

CADWALADER

A Musical Commemoration Juneteenth: America's Other Independence Day



Friday, June 19 | 11:00 AM - 12:00 PM

In 2020, Cadwalader was proud to join our nation in celebrating and honoring [Juneteenth](#) with an event featuring Dr. Fredara M. Hadley, a Professor of Ethnomusicology at the Juilliard School. The firm partnered with the Association of Black Women Attorneys, New York City Bar Office of Diversity and the Metropolitan Black Bar Association to provide education about America's Other Independence Day using music.

We believe it was important to not only recognize but to educate the wider community about this significant holiday.

We encourage everyone to take a Juneteenth musical journey with this curated [PLAYLIST](#) to learn more about the holiday.

Cadwalader Affinity Networks

- Asian Pacific American Attorney Resource Group
- Black & Latino Association
- LGBTQ Network
- Veterans Network
- Women's Leadership Initiative
- Parents @Cadwalader Affinity Network

Asian Pacific American Attorney Resource Group



**A Conversation with
Congresswoman Grace Meng**

Wednesday, May 20, 2020
5:00 PM – 5:45 PM

**U.S. Congresswoman
Grace Meng**

Congresswoman Grace Meng joins Cadwalader for Asian Pacific American Heritage Month

Cadwalader's Asian Pacific American Attorney Resource Group (CAPAA) strives to:

- Promote the professional development of Asian Pacific American attorneys at the firm.
- Serve as an incubator and resource for ideas to further the firm's diversity and inclusion goals.
- Provide a forum for members to discuss and share information regarding issues that are important to the Asian Pacific American legal community and the Asian Pacific American community at large.



CAPAA provides a forum for attorneys from all backgrounds to come together to support each other, share ideas, and to be seen and heard.”

Hyungjoo Han, Associate

Black & Latino Association



An Evening with New York City Public Advocate Jumaane Williams



Jumaane Williams



Current and Future Challenges for U.S. Immigration: A Conversation with Experts



Lenni Benson



Rose
Cuison-Villazor



Omar Jadwat

Jumaane Williams, *New York City Public Advocate* joins Cadwalader for Black History Month; Cadwalader celebrates Hispanic Heritage Month with Lenni Benson, *Distinguished Chair in Immigration and Human Rights Law*, New York Law School; Rose Cuison-Villazor, Vice Dean, *Professor of Law and Chancellor's Social Justice Scholar*, Rutgers Law School; Omar Jadwat, Director, *ACLU Immigrants' Rights Project*.

Cadwalader's Black & Latino Association (CBLA) strives to:

- Promote the mentorship, leadership, advocacy, and professional and personal development of Black and Latino attorneys.
- Pursue business development opportunities through engagement with similar client affinity groups.
- Enhance the firm's ability to attract, develop, and retain Black and Latino law students and attorneys and raise awareness of legal and social issues affecting our communities.



“

CBLA has contributed to my development in countless ways. It's a support and mentoring network; a platform to share my culture and heritage with allies; and a forum for engaging with internal and external clients. CBLA is such a meaningful part of what makes Cadwalader exceptional and a fantastic springboard for future diverse leaders.”

Michelle Abad, Associate



“

CBLA provides diverse attorneys with the support needed to excel and to become future leaders of the firm. In particular, CBLA has enhanced my firm experience by creating a supportive environment to connect with others on topics most pertinent to Black and Latino attorneys, and exposing me to firm leadership, clients, and a greater network of professionals invested in my success.”

Ruth Merisier, Associate

LGBTQ Network

Pride With Glad LGBTQ Rights and COVID-19: Lessons from the Past Opportunities for the Future



Janson Wu
Executive Director of GLAD



Bennett Klein
Senior Attorney and AIDS Law Project Director,
GLAD



Tuesday, June 23 | 4:00 PM – 5:00 PM | Webinar

Civil Rights @Cadwalader

GLAD's Janson Wu, Executive Director, and Bennett Klein, Senior Attorney and AIDS Law Project Director, join Cadwalader for Pride Month.

Cadwalader's LGBTQ Network (CLN) strives to:

- Develop, build and foster a sense of community among LGBTQ attorneys at the firm.
- Promote a non-discriminatory and diverse environment at the firm and support the discussion of current LGBTQ issues.
- Increase the firm's pro bono work related to LGBTQ issues.



“

CLN provides a ready-made network of lawyers and other professionals invested in your success from the moment you join. It also provides a platform for diverse associates (even at the most junior levels) to be exposed to firm leadership and attorneys in other practice areas via recruiting efforts, training programs and other networking events. On a personal level, I feel incredibly grateful to be part of a firm that not only accepts but celebrates the LGBTQ community.”

Allison Saltstein, Associate

Veterans Network



In honor of Veterans Day, Cadwalader partner David Burkholder and associate Robert Duncan discussed how military service has influenced their careers in Cadwalader's LawWise Podcast.

Cadwalader's Veterans Network (CVN) strives to:

- Promote the leadership and professional development of veteran attorneys at the firm.
- Identify and recruit veteran candidates from top-tier law schools with armed forces / military student associations.
- Build and foster a sense of community among attorneys at the firm, our partner organizations, and our clients interested in supporting military veterans both internally and externally.



At its core, Cadwalader's Veterans Network is a group of friends that support each other. Having that support system has helped me balance my careers in both the Army Reserve and at Cadwalader. It is great to have a group of people that instantly understand your shared experiences and are there for you when you need it."

Robert Duncan, Associate

Women's Leadership Initiative

CADWALADER

Women's Leadership Initiative
Presents

Girls in Finance

Thursday, December 3, 2020

Our **DC WLI**
welcomes you to
today's program



Anyia Kyong

Kathryn Borgeson

CADWALADER

Women's Leadership Initiative
Presents

Girls in Finance

Thursday, December 10, 2020

Our **NY WLI**
welcomes you to
today's program



DWheeler

Samantha Greenfield

KM:Shane - CWT

Girls In Finance Workshop Went Virtual! Our Women's Leadership Initiative partners with firm clients to host its annual "Girls in Finance" Workshop, an introductory finance workshop for high school girls.

The Women's Leadership Initiative (WLI) strives to:

- Enrich Cadwalader's culture and competitive strengths by promoting diversity, inclusion and fair meritocracy for women within the firm.
- Unlock the full potential of women practicing in the firm, invest in their professional development and acknowledge their contributions.
- Encourage the mentoring, networking, recruiting, promotion, sponsorship, training and career planning of women attorneys.



While my work is both challenging and enjoyable, the WLI has provided me with numerous opportunities to lead, give back to my community, get to know attorneys outside of my practice group and contribute to the future of the firm."

Danielle Wheeler, Associate

Parents @Cadwalader Affinity Network



Dr. Jessie Biondi of BeMore Health Coaching

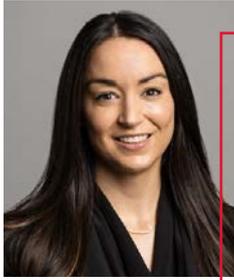
The Parents @Cadwalader Affinity Network (PACAN) is the firm's newest affinity network. PACAN supports employees who are parents by sharing resources, discussing firm benefits and providing tips and tools to other parents.



Developing Our Leaders, Empowering Change

Diverse Lawyers Retreat

On November 13, 2020, Cadwalader hosted its first Diverse Lawyers Retreat for racially diverse attorneys. The theme of the retreat was *Developing Our Leaders, Empowering Change*. Our goal was to provide racially diverse attorneys with an opportunity to meet and network with fellow diverse attorneys and firm leadership, and provide training on leadership and career development. The retreat also provided tools to cope with managing the impact of the cumulative burden of bias and addressed how to manage these aggressions skillfully to mitigate the harm of internalizing stress.



“ Our inaugural Diverse Lawyers Retreat was a timely event that primarily focused on mental health training and leadership development. Cadwalader’s Center for Diversity & Inclusion always goes above and beyond to ensure we have the resources and tools necessary to thrive and succeed in our demanding BigLaw careers, and I am grateful that our firm’s leadership wholly-supports those initiatives. I also really enjoyed the opportunity to network with diverse attorneys in other offices, many of whom I would otherwise not have engaged with.”

Cassandra Best, Associate



“ The diverse lawyer’s retreat was a much needed respite and opportunity to fellowship with the diverse attorneys and allies at the firm. I left feeling not only refreshed, but also energized with a new set of tools to balance mental health as well as leadership skills to help elevate my career and advance my goals. The program’s virtual platform allowed interaction across different offices and teams that expanded my network and support system within the firm.”

Solomon Brown, Associate



“ A really powerful retreat where colleagues quickly became friends with a shared common experience. I was really impressed by the variety of speakers, how engaging the sessions were and how well organised it was (even down to taking account of the time difference to ensure all the Cadwalader offices could be equally involved)!”

Shruti Chandhok, Associate



“ The diversity retreat offered a great way to step back from a usually hectic work-day to focus on developing the skills needed to progress as individuals and as an institution. The mindfulness training provided particularly helpful tools for managing stress and rising above difficult situations.”

Michael Gonzalez, Associate

Diversity Talent Management Programs



2ND YEAR



4TH YEAR

CWT Basic Training is a career development program designed for diverse attorneys in their second year of practicing law at Cadwalader. Sponsored by the Taskforce for the Advancement of Women, the goal is to provide guidance and career tips on how to be a successful attorney at the firm. The five-week program covers a range of topics through interactive projects and workshops, including: How to be an Indispensable Associate; Making a Name for Yourself; Communications 101; and Dealing with Difficult People.

CADWALADER

Sponsorship Program

6TH YEAR

Business Development Boot Camp

is a five-part series that provides business development skills for mid-level women at the firm. Sponsored by the Taskforce for the Advancement of Women, BD Bootcamp includes modules, led by coaches, on networking and pitching. The program culminates with a mock pitch, allowing participants to practice the skills they have learned throughout the course. Successful participants receive a Cadwalader Center for Career Advancement Business Development 101 Certificate.

The Sponsorship Program is a nomination-based initiative for high-performing diverse associates and special counsel run by the Taskforce for the Advancement of Women. Each “protégé” is assigned one or more senior partners to serve as their sponsors for at least one year. The goal of the sponsorship program is to ensure that our talented, diverse attorneys with at least six years of experience have the opportunity to gain the skills necessary to move up the ranks and have long-term successful careers at the firm.



Civil Rights @Cadwalader

Our Civil Rights Series provides conversation and education around the civil rights issues of our time. In 2020, we were fortunate to host programs on Affirmative Action, LGBTQ Rights, the standard for a “reasonable officer” in police brutality cases, and Voting Rights.

Learn more about our Civil Rights Series at
www.cadwalader.com/about/diversity/civil-rights-series.

2020 Civil Rights Series Programs

Click on the individual images below to view the programs.

Harvard: Affirmative Action Battleground



Jin Hee Lee
Senior Deputy
Director
of Litigation



Jeannie Park
President, Harvard Asian
American Alumni Alliance;
Co-Founder, Coalition for
a Diverse Harvard



February 25 | 6:00 PM | NYC

Pride With GLAD LGBTQ Rights and COVID-19: Lessons from the Past, Opportunities for the Future



Janson Wu
Executive Director
of GLAD



Bennett Klein
Senior Attorney and AIDS
Law Project Director, GLAD



June 23 | 4:00 PM | Webinar

The Reasonable Officer



Woody Connette
Attorney,
represented Dethorne
Graham



Karol Mason
President,
John Jay College of
Criminal Justice



Ed Chung
Vice President,
Criminal Justice Reform
at American Progress

August 5 | 4:00 PM | Webinar

Securing Elections in Insecure Times



Leigh Chapman
Director, Voting Rights Program,
The Leadership Conference on
Civil and Human Rights



Sophia Lin Lakin
Deputy Director,
Voting Rights Project
at the ACLU

October 14 | 4:00 PM | Webinar

Recognition for Our Diversity Work

Cadwalader was ranked as a top firm in *Law360*'s "2020 Glass Ceiling Report" in the 251-600 lawyer category.

Shortlisted for three 2019 Chambers USA Diversity & Inclusion Awards:

- Outstanding Firm for Furthering Diversity and Inclusion
 - Corporate Social Responsibility Program of the Year
 - Pro Bono Program of the Year
-

Ranked for LGBTQ+ representation in the Yale Law Women's 2020 Female & Family Friendly Report

Rated a Top Female & Family Friendly Firm by Yale Law Women for our hiring practices

Cadwalader's Sponsorship Program was spotlighted as a case study in the Thomson Reuters' Legal Executive Institute.

[Read more](#) about our accomplishment.

Received a 100% score on the Human Rights Campaign Corporate Equality Index (CEI) for the 8th consecutive year.

Patrick Quinn, Managing Partner, Chair, Global Diversity Committee, was a recipient of Diversity Journal's 2019 Diversity Leader Award.

Cadwalader was recognized as a "Top Firm For Minority Attorneys" in the 2020 *Law360* Diversity Snapshot.



