



**DIVERSITY &  
INCLUSION**  
Duane Morris LLP

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CONVERSATION

DUANE MORRIS DIVERSITY & INCLUSION

ANNUAL REPORT

**2020 VISION**

Rising to the  
Occasion



A NOTE FROM **MATTHEW A. TAYLOR**  
Chairman and Chief Executive Officer

Although the year 2020 is over, we are still living through and processing its lasting effects and impact. The events of 2020 – the early stages of the COVID-19 pandemic; business shutdowns and a population shut-in; continued police brutality and waves of protests; acts of violence against Asian Americans; a presidential election in an increasingly divided and polarized country; signs of hope with vaccines finally available – have tested us all and revealed our character as a country and a society. And I am proud to say that 2020 has revealed our firm's character too – as one of resilience, empathy and adaptability.

Even though we spent much of 2020 and 2021 thus far largely apart, we have been connected more strongly than ever by a shared sense of community and concern for each other. Even as the pandemic surged, members of our firm rallied to support each other and the healthcare workers in our communities. We did our best to see each other, even if only through Zoom meetings. When the country erupted in protest against more senseless acts of police brutality against the Black community, we gathered together for open discussions on the history of race and racism in our nation. I was honored to be a part of our firm's collective response to the many challenges of 2020, as well as to step aside and really listen to other voices: to the powerful letter penned by our partner and Diversity & Inclusion head Joe West on "The Talk"; to Laurence Fishburne sharing the history of Juneteenth; to the stirring speakers in the series Joe organized, "Black Lawyers in America"; to the attorneys and staff of our firm who shared their experiences in our newly created Employee Resource Groups that give diverse members of the firm a shared space to connect and learn from each other; and the many conversations that are taking place throughout the firm and beyond.

We are all still grappling with and trying to make sense of the past year, so perhaps it's best to focus on what is clear. In these pages, we want to shine a light on the efforts and accomplishments of our diverse attorneys and staff, who continue to press forward, regardless of the challenge. I am often asked how I can be so optimistic in general, and specifically about Duane Morris. The highlights in the 2020 Duane Morris Diversity & Inclusion Annual Report are just one of the many reasons why. With what we have been able to accomplish in 2020, I am confident that we will rise to meet the ongoing and emerging challenges we face as a firm and as a society.

A handwritten signature in black ink that reads "Matthew A. Taylor". The signature is written in a cursive, flowing style.

# 2020 VISION

## Rising to the Occasion



WELCOME FROM **JOSEPH K. WEST**  
Chief Diversity & Inclusion Officer and Partner

Decades from now, the analysis of the year 2020 will bring one critical line of questioning to light: Was your organization prepared? Were you able to act or simply react? How deep were your organization's roots in the diversity, equity and inclusion space before the ravages of the twin pandemics of COVID-19 and racial unrest?

For Duane Morris, our answer is very straightforward: We rose to the challenges of 2020 by building on our already robust approach to equity, inclusion and social justice. In doing so, we provided support for our diverse attorneys and staff, learnings for allies and training for our clients. In the process, we continued to position ourselves as a major thought leader in the profession and throughout society.

From our weekly Zoom webinars for diverse lawyers, to the highly acclaimed, four-part series on "Black Lawyers in America"; to extensive training and consulting work with firm clients; to the leadership roles with such organizations as the ABA Commission on Women and the Lawyers Committee for Civil Rights Under Law; to numerous blogs, articles and interviews with publications around the world; Duane Morris solidified our reputation as a leading voice in the diversity, equity and inclusion dialog.

Despite the highlights outlined in this year's Diversity & Inclusion Annual Report, we must all understand that the clarity of 2020 vision must be followed by continued action and change. Our pride in the great work of the entire Duane Morris family this past year is tempered by the sobering realization that the need for change in our society and in our profession persists. Given both our history and our commitment, there is no doubt that we are up to the challenge and we invite you to join us.

A handwritten signature in black ink, appearing to be "JK West", written in a cursive style.

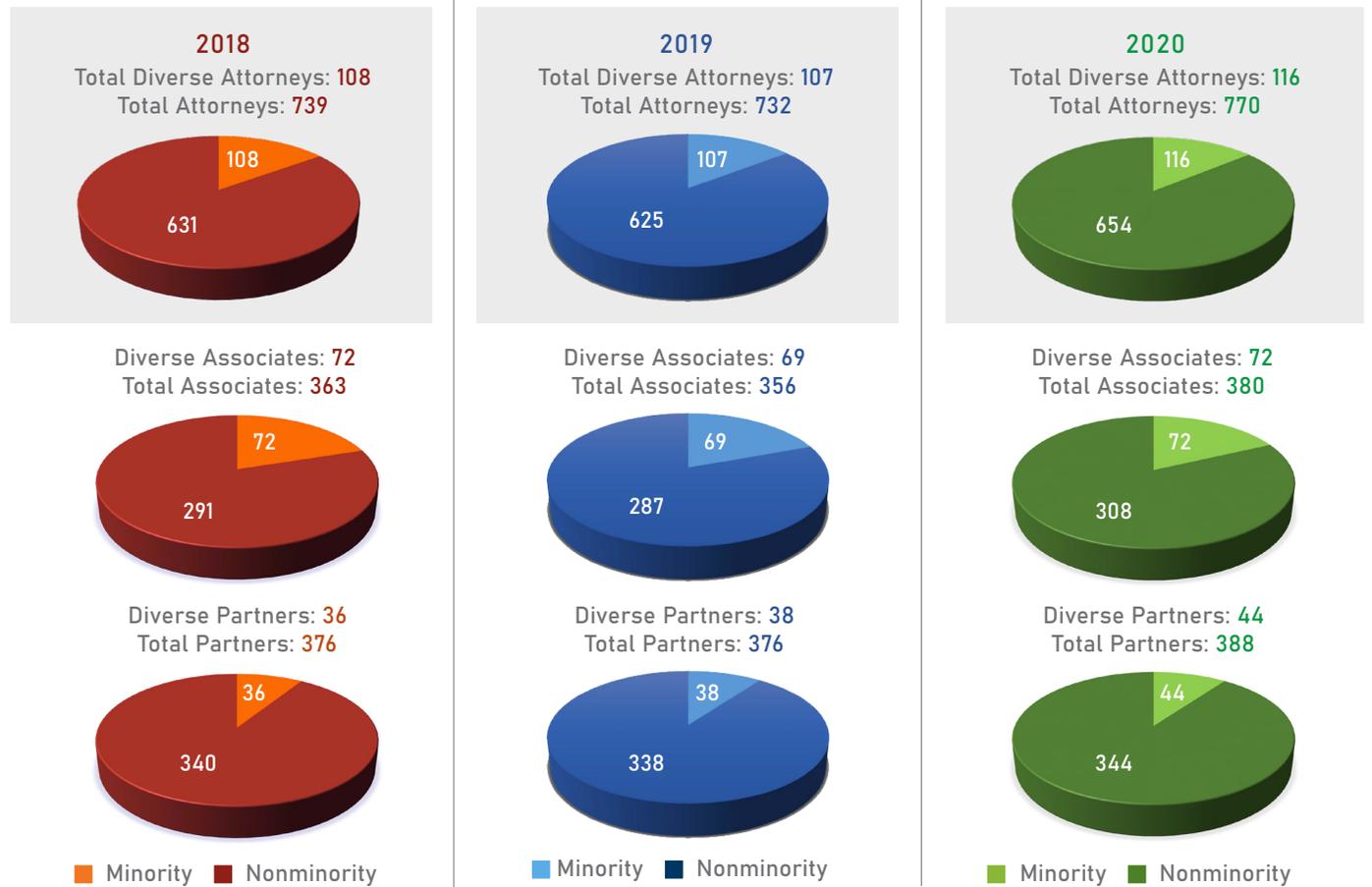
## DIVERSITY & INCLUSION METRICS | | |

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



### Summary of Diverse Attorneys



## BLACK LAWYERS IN AMERICA: A NATIONAL TOWN HALL SERIES | | |

Duane Morris LLP, the American Bar Association, the Commercial Law Section of the National Bar Association, the Black Entertainment and Sports Lawyers Association, the Association of Law Firm Diversity Professionals and the Leadership Council on Legal Diversity presented a four-part series, "Black Lawyers in America: A National Town Hall Series," that examined the struggle for change and racial equity in the legal profession from the past, present and future.

### *Speakers included:*

**DENNIS ARCHER** | Chairman Emeritus, Dickinson Wright; President, American Bar Association, 2003-2004; Mayor of Detroit, 1994-2001; Associate Justice, Michigan Supreme Court, 1986-1990

**PAULETTE BROWN** | Senior Partner and Chief Diversity & Inclusion Officer, Locke Lord; President, American Bar Association, 2015-2016

**ROBERT GREY, JR.** | President, Leadership Council on Legal Diversity, 2010 to present; President, American Bar Association, 2004-2005; Board Member, Legal Services Corporation, 2010 to present; Retired Senior Counsel, Hunton Andrews Kurth

**JUDY PERRY MARTINEZ** | President, American Bar Association, 2019-2020

**JOHN O. GAIDOO** | Assistant General Counsel, Cummins Inc.

**MICHELE COLEMAN MAYES** | Vice President, General Counsel and Secretary, The New York Public Library

**BENJAMIN F. WILSON** | Chairman, Beveridge & Diamond, P.C.

**MATTHEW A. TAYLOR** | Chairman and Chief Executive Officer, Duane Morris LLP

**TIFFANY HARPER** | First Deputy Treasurer, Chief of Staff and General Counsel, Office of the Treasurer, City of Chicago

**BRANDON HARRELL** | Deputy General Counsel, Los Angeles 2028 Olympic and Paralympic Games Organizing Committee

**KARL RILEY** | Clerk for the Hon. Johnnie B. Rawlinson, United States Court of Appeals for the Ninth Circuit

**MURIEL BOWSER** | Mayor of Washington, D.C.

**STACEY E. PLASKETT** | U.S. Representative, U.S. Virgin Islands' at-large Congressional District

**WENDELL EDWARD PIERCE** | Actor and Activist

**JOSEPH K. WEST** | Partner and Chief Diversity & Inclusion Officer, Duane Morris LLP



## DUANE MORRIS HOSTS JUNETEENTH TOWN HALL WITH LAURENCE FISHBURNE | | |

Duane Morris hosted a Juneteenth Town Hall with acclaimed actor, director and producer [Laurence Fishburne](#) on June 19, 2020. The event, moderated by Duane Morris Partner and Chief Diversity & Inclusion Officer [Joseph K. West](#), honored Juneteenth—the oldest nationally celebrated commemoration of the ending of slavery in the United States.

The event was widely reported in the media, and *Bloomberg Law* wrote:



While Big Law firms across the country closed to observe Juneteenth, Duane Morris marked the occasion in a different way. The Philadelphia-based firm brought in actor and director Laurence Fishburne, who stars in the ABC sitcom “black-ish,” to talk about fighting racism with love.

“You have to love them through this,” Fishburne said of difficult conversations about race with family members in a Friday webinar for Duane Morris employees. “You create change by the way that you live your life.”

June 19 commemorates the effective end of slavery in the U.S., recognizing the date in 1865 when Union General Gordon Granger informed slaves in Galveston, Texas, of their emancipation. That was more than two years after President Abraham Lincoln signed the Emancipation Proclamation, banning slavery.

Big law firms publicized calls for racial justice after the recent death of George Floyd in police custody in Minnesota sparked protests throughout the U.S. Many are commemorating Juneteenth at a time when the legal industry is grappling with its own diversity issues and critics say these kinds of events are not enough.

More than 1,000 Duane Morris employees and their family members tuned in for the Juneteenth Town Hall. Partner and Chief Diversity and Inclusion Officer Joseph West acknowledged that many of the people on the call may be “late to class,” having not have heard of Juneteenth before the calls for racial justice surged after Floyd’s death.

West asked Fishburne to explain Juneteenth “for the people who are late to class.”

Fishburne credited his own work in spreading the word, including to people’s computers and smartphones.

“Black-ish’ made history for its Juneteenth episode that aired three years ago,” Fishburne said. “Within a week of the show’s airing, Apple put Juneteenth on their calendar worldwide,” he added.

The Duane Morris event was a “continuation” rather than a “culmination” of the firm’s work, said [Lisa Scruggs](#), a partner in the Chicago office who has worked on a number of education reform issues.

She and the other partners praised West for hosting weekly webinars for diverse lawyers that help cultivate a sense of community, especially during the isolation forced by the COVID-19 pandemic.



### DUANE MORRIS JOINS 2021 MANSFIELD CERTIFICATION COHORT

Duane Morris is a member of the fourth cohort of Diversity Lab's Mansfield Certification. Modeled after the NFL's Rooney Rule, the Mansfield Certification requires participating firms to commit to considering at least 30 percent diverse candidates for various firm leadership roles, including equity partner promotions, senior lateral hires and inclusion on client pitches. Diverse candidates under the Mansfield Certification include women, lawyers of color, LGBTQ lawyers and lawyers with disabilities. Mansfield Certification firms that achieve certification have the opportunity to send recently promoted diverse partners to a two-day client forum to build relationships with and learn from influential in-house counsel. Mansfield Certification working group members are [Joe West](#), [Sean Zabaneh](#), [Peggy Simoncini](#), [Ameer McKim](#) and [Mairi Luce](#).

### TALKING "THE TALK": WORDS SEEM FUTILE WHEN VIDEOS SPEAK FOR THEMSELVES

By [Joseph K. West](#) | June 2, 2020 | [The Legal Intelligencer](#)

Last year, McKinsey & Co. released its third report in five years showing that diverse and inclusive businesses outperform their less diverse competitors. This additional data underscores what many of us have reported for years about the business case for diversity.

What the data rarely captures is what lurks underneath the numbers: the experiences that diverse people bring with us and that we cannot leave behind whenever we return again to the physical workplace.

There is a very difficult discussion that every parent of a Black son has to have. We call it "The Talk." It is that discussion wherein we inform our sons that even the most benign interactions could turn lethal in an instant, often at the hands of public servants charged with protecting and serving them. I usually give that talk to my teenage boys once per year. Unfortunately, I have had to deliver it four times in the last week, alone.

### NEW INITIATIVES: EMPLOYEE RESOURCE GROUPS

The firm is creating affinity groups to further expand our support of diversity throughout Duane Morris. Staff groups and attorney groups for Black/African Americans, Hispanic/Latinos, Asian Americans and People with Disabilities will help create a sense of community, foster mentoring relationships and host speakers and events throughout the year. These new groups are in addition to Duane Morris Pride, the firm's LGBTQ affinity group.

### THREE C'S WEEKLY ZOOM MEETINGS FOR DIVERSE ATTORNEYS: COMMUNICATIONS, CONTINUITY AND COMMUNITY



In March 2020, the firm went to remote work because of the COVID-19 pandemic. Members of the firmwide Diversity and Inclusion Committee, along with diverse attorneys throughout the firm, have met weekly through Zoom in an effort to maintain the "Three C's" of Communication, Continuity and Community. These meetings have included members from firm management, including Chairman and CEO [Matt Taylor](#), Vice Chairman [Tom Servodidio](#), office heads, practice group leaders and attorneys from offices throughout the firm's national network. These meetings provide opportunities for diverse attorneys to hear directly from firm leadership and to connect with and support one another. Additionally, the meetings featured a guest speaker who discussed current events and shared insights. Recent guests have included U.S. Representative [Stacey Plaskett](#) (D-VI-at large); then-Senator and current Vice President of the United States [Kamala Harris](#); [Marie Bober](#), chief compliance officer, [Moelis Asset Management LP](#); [Michelle Banks](#), general counsel, [Staples Canada](#); [Lisa Helem](#), editor-in-chief, *National Law Journal*; [Christina Francis](#), CEO, [Magic Johnson Enterprises](#); [Kareem Dale](#), former special assistant to President [Barack Obama](#); and [Teresa Farah](#), former general counsel, [Al Ahli Holding Group](#), Dubai, United Arab Emirates.

## DIVERSITY AND INCLUSION CONSULTING PRACTICE



Duane Morris LLP's Diversity and Inclusion Consulting Practice, led by Partner and Chief Diversity Officer [Joseph K. West](#), continues to meet the needs of clients. The Diversity Consulting Practice includes designing and leading implicit bias trainings, developing online diversity and inclusion curricula, developing TED Talk-style presentations and delivering elimination of bias CLE content. Our Diversity and Inclusion Consulting Practice, comprised of our foremost employment lawyers and D&I experts, works closely with company 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 diversity and inclusion program based on best practices.

## ACCOLADES 2020

### DUANE MORRIS AWARDED CALIFORNIA LAWYERS ASSOCIATION 2020 EXCELLENCE IN DIVERSITY AWARD FOR LAW FIRMS

Duane Morris LLP has been awarded the 2020 Excellence in Diversity Award for Law Firms from the California Lawyers Association (CLA). The award recognizes the outstanding efforts made by a law firm to promote diversity in the legal industry, in their organization or among their peers. Overall, CLA awards recognize attorneys, judges, organizations and programs that demonstrate an extraordinary commitment to promoting justice, diversity, high standards of ethics and excellence in the legal industry. "We are honored to be recognized for our efforts to make Duane Morris, the legal industry and our communities more diverse and inclusive," said Duane Morris Trial partner and Chief Diversity and Inclusion Officer [Joseph K. West](#). "The credit for this award belongs to the hard work of everyone in our California offices, particularly our excellent managing partners and the office inclusion committees."

### BEST OF THE BAR: PHILADELPHIA'S TOP LAWYERS

SEPTEMBER 29, 2020



Duane Morris partner [John A. Nixon](#) has been recognized in the *Philadelphia Business Journal* "Best of the Bar: Philadelphia's Top Lawyers" list for his significant and recent achievements. Nixon is the only three-time Best of the Bar winner.

### DUANE MORRIS PARTNER PHIL CHA HONORED WITH A PHILADELPHIA BUSINESS JOURNAL MINORITY BUSINESS LEADER AWARD

JULY 15, 2020



Duane Morris partner [Phil Cha](#) has been recognized with a *Philadelphia Business Journal* 2020 Minority Business Leader Award.

The awards are based on demonstrated business success over the past 12 to 18 months, including professional accomplishments, community leadership and philanthropy, as well as awards and milestones.

### DUANE MORRIS PARTNER MANITA RAWAT HONORED WITH SILICON VALLEY BUSINESS JOURNAL WOMEN OF INFLUENCE AWARD

MAY 13, 2020



Duane Morris LLP partner [Manita Rawat](#) has been named one of the *Silicon Valley Business Journal's* Women of Influence for 2020. Each year, the publication selects 100 women representing Silicon Valley companies that have made notable contributions in their community and professions.

## DUANE MORRIS PRIDE | | |

In 2020, 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 (HRC)

For the third 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 on corporate policies and practices pertinent to lesbian, gay, bisexual, transgender and queer employees.

### Gay & Lesbian Alliance Against Defamation (GLAAD)

In honor of the annual GLAAD Spirit Day, Duane Morris turns its homepage of our website purple as part of the GLAAD initiative to show support for LGBTQ youth.

### Equality Forum (EF)

Duane Morris is a foundation sponsor of Philadelphia's Equality Forum, and led among major firms in its early support for the forum's International Equality Dinner.

### Philadelphia Diversity Law Group (PLDG)

Duane Morris is a founding member of PLDG, a sponsor and participant in PLDG's annual job fair. Our former partner Nolan Atkinson was instrumental in establishing the organization. Among other things, PLDG 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.

### Pro Bono Support for Hetrick-Martin Institute

Hetrick-Martin Institute (HMI), the nation's oldest and largest LGBTQ youth services agency, fosters healthy youth development through a comprehensive package of direct services and referrals concerning education, healthcare, mental health, homelessness, economic empowerment and more. Duane Morris is proud to support HMI and its mission with pro bono legal services and guidance.



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# HIGHLIGHTS 2020

| FEBRUARY 11, 2020 |

**Terrance Evans** participated in a panel discussion on “Pursuing Social Justice” at Santa Clara Law School. The panel was moderated by Santa Clara Law Professor **Deborah Moss-West**, and featured panelists **Linda Kim**, Executive Director of Corporate Social Responsibility for One Legal; **Tiffany Alvoid**, In-House Counsel at Twitter; **Terrance Evans**; and **Hilarie Atkisson**, Senior Director of Corporate Social Responsibility and Pro Bono Counsel at Fenwick & West LLP. The panelists discussed how attorneys can give back to their communities through pro bono work and volunteering with nonprofit legal services organizations. The panelists also shared personal stories about their contributions to social justice in their legal careers.

Following the discussion, a first year law student requested the opportunity to sit with the panelists to receive some career and academic advice. The panelists happily met with him in the student dining room.



**LEFT Pictured from left to right:** Linda Kim, Executive Director of Corporate Social Responsibility for One Legal; Twitter In-House Counsel, Tiffany Alvoid; Santa Clara Law School Professor, Deborah Moss-West; Duane Morris LLP Partner, Terrance J. Evans; and Hilarie Atkisson, Senior Director of Corporate Social Responsibility and Pro Bono Counsel at Fenwick & West LLP; **RIGHT Pictured from left to right:** Deborah Moss-West, Santa Clara Law School Professor; Wilson Hall, First Year Santa Clara Law Student; Tiffany Alvoid, Twitter In-House Counsel; and Terrance Evans.

| FEBRUARY 21, 2020 |



The San Francisco office hosted the Quarterly Women's Committee Luncheon of the Filipino Bar Association of Northern California (FBANC). **Angelica Zabanal**, FBANC Secretary, and Women's Committee Co-Chair, moderated a conversation on sponsorship and mentorship with the 24 attendees.

| FEBRUARY 24, 2020 |



Duane Morris' National and New York Diversity and Inclusion team hosted a Black History Month celebration in partnership with the St. John's University School of Law's Ronald H. Brown Center for Civil Rights, named after the esteemed St. John's Law alumnus Ronald H. Brown '70, '89HON, who served as the nation's first African American Secretary of Commerce and first African American Chairperson of the Democratic National Committee, along with countless other historic achievements in politics, international commerce and the law.

The celebration kicked off with a rendition of *Lift Every Voice*, the African American National Anthem, led by Duane Morris' own [Wendy Stewart](#). Duane Morris' Chief Diversity and Inclusion Officer [Joe West](#) and [Michael Grohman](#), Co-Managing Partner of the New York office made opening remarks and [Ralph Carter](#), Senior Trial Associate at Duane Morris and recipient of the Ronald H. Brown Scholarship spoke of his gratitude for the support that made his legal career possible.

The keynote speaker was the Commerce Secretary's daughter, Tracey L. Brown, of the Cochran Law Firm and Dean Michael A. Simons made closing remarks to thank Duane Morris for its work in partnership with the Ronald H. Brown Center.

Special thanks to [LaKeisha Hemingway](#), [Onika McLean](#) and [Joyce Branche](#) of the New York office Diversity & Inclusion team for their efforts in putting on a stellar program in support of the center.

| MARCH 3, 2020 |

[Cyndie Chang](#) spoke on a panel at the Spring Summit for Advancing Women in the Law in Chicago. The topic was "What Will Drive Change: Law Firm Leaders Weigh In."



**LEFT** From left to right: Andrea Kramer, Partner, McDermott, Will & Emery LLP; Cyndie Chang; Guy Halgren, Partner, Chairman of the Executive Committee, Sheppard Mullin Richter & Hampton LLP; Eileen Letts, Partner, Zuber Lawler & Del Duca LLP; and Jami Wintz, Chairman, Morgan Lewis

| MARCH 3, 2020 |



The U.S.-Mexico Chamber of Commerce, Northeast Chapter, and Duane Morris hosted a private roundtable and a reception to welcome the Honorable Carlos Obrador, Consul of Mexico in Philadelphia. The consul discussed key issues on the Pennsylvania/South New Jersey – Mexico business and economic agenda, the recent ratification of the USMCA, as well as the opportunities for a sound and mutually beneficial relationship and partnership between the local business community and Mexico.



| JUNE 23, 2020 |

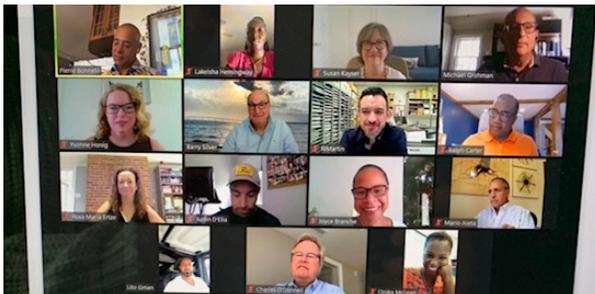
**Julian A. Jackson-Fannin** was appointed vice chair of the Florida Bar’s Diversity & Inclusion Committee.

| JULY 14, 2020 |

**Matt Taylor** joined **John Gaidoo**, **Michele Coleman Mayes**, **Benjamin Wilson** and **Joe West** as they conducted Black Lawyers in America: A National Town Hall Series Session Two: *The Focus*. The panel discussed the existing strategies and approaches that firms and corporations can use to make the profession more diverse and inclusive. They examined and explored other solutions that have yet to be implemented broadly.



| JULY 15, 2020 |



The New York Office Diversity and Inclusion Committee hosted a zoom celebration to recognize our local heroes **Rolando Martin** and **Pascual Guzman**, both in Office Services, for their support, hard work and dedication to professionalism and community when we needed them the most during the coronavirus shutdown. They have stepped up during challenging times and did a fantastic job as they became essential for the New York office. This is the Duane Morris way.

The celebration started off with an address from committee members **Susan Kayser** and **Rosa Ertze**, who delivered stellar comments regarding what diversity and inclusion truly means. Susan introduced our surprise special guests **Charles O'Donnell** and **Barry Silver**. Charles delivered excellent news and an appreciation message on behalf of the firm. The New York Office thanks you, Charles. We all felt like we won a prize.

The attendees were invited to share stories and warm sentiments regarding the support received from Rolando and Pascual. There were so many notes we had to create a PowerPoint presentation, as there were far too many well-wishers to mention. This was one of the best feel good moments we have had in months. The bond of our Duane Morris family is stronger.

| SEPTEMBER 9, 2020 |

In an event for the Office of Diversity & Inclusion of the New York City Bar Association, **Joe West** was a panelist for the discussion “The Power of Developing Authentic Relationships.”





| SEPTEMBER 14, 2020 |

The Silicon Valley office teamed up with APABA – Silicon Valley and SABA-NC to host a panel called, "Let's Not Repeat History: Strategies to Support, Retain and Promote Diverse Attorneys During COVID-19." The topic drew over 200 participants.



| SEPTEMBER 23, 2020 |

The Hispanic/Latino Staff Employee Resource Group hosted its first meeting, drawing members from different offices across the firm.



| OCTOBER 6, 2020 |

At the Duane Morris Selvam Ambassador Series, [Eduardo Ramos-Gomez](#) hosted a lecture by [Joe West](#) on the topic "Black Lives Matter: Race, Policing and Protest: Race Relations in the United States and the Impact on International Relations." A large number of ambassadors from countries around the world, as well as several firm clients, participated and engaged in a spirited Q&A after the lecture. Joe was ably assisted by [Umica Anderson-Howard](#).

| OCTOBER 8, 2020 |

The Asian American Employee Resource Group hosted their first meeting.



| OCTOBER 13, 2020 |

The Black/African American Staff Employee Resource Group held a meeting, which was led by [Onika McLean](#) of the New York office.



| NOVEMBER 2, 2020 |

**Joe West** arranged a meeting with George Cheeks, the President of CBS Entertainment for firm client actor/director Bill Duke. Cheeks recently announced CBS' goal of devoting a significant portion of its entertainment budget to projects led by people of color.



| NOVEMBER 6, 2020 |



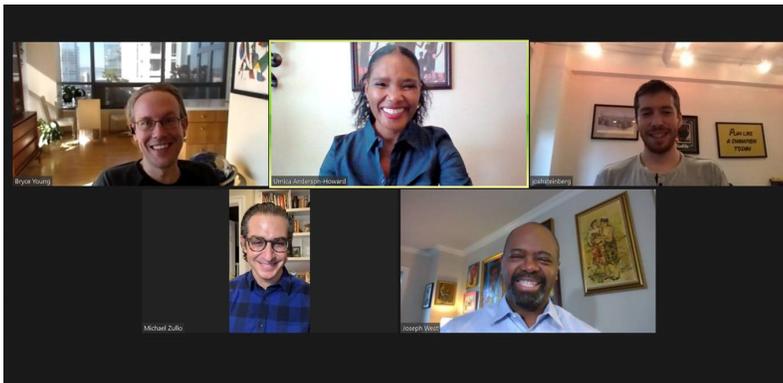
**Joe West** held a meeting in Houston with Managing Partner, **Tom Sankey** and the firm's new Diversity & Inclusion Manager **Umica Anderson-Howard**.

| NOVEMBER 11, 2020 |

The Asian American Staff ERG held its second Zoom meeting to bolster support and representation within the firm and in the community.



| NOVEMBER 12, 2020 |



**Josh Steinberg**, **Bryce Young** and **Michael Zullo** met with **Joe West** and new Diversity Manager **Umica Anderson-Howard** to kick off the newly formed People with Disabilities ERG. The group discussed ways of elevating disability issues both internally and externally as well as the goal of providing a safe space for attorneys and staff with disabilities to share their common concerns and to propose solutions.



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## SPEAKING ENGAGEMENTS AND PRESENTATIONS | | |

2020 Navigation Guide for the West Coast: Washington  
Employment Law Update

January 22, 2020 | DMi Webinar

[Marc J. Scheiner](#)

Are You Devaluing Diversity – 5 Mistakes to Avoid in Hiring

January 23, 2020 | DMi Webinar

[Michael S. Cohen](#)

2020 Navigation Guide for the West Coast: Oregon  
Employment Law Update

January 29, 2020 | DMi Webinar

[Anjuli M. Cargain](#)

Navigating Compensation – 'The Sequel'

February 1, 2020 | Ascent Leadership Network Retreat

JW Marriott Scottsdale | Paradise Valley, Arizona

[John A. Nixon](#)

ABA Antitrust Law Section Virtual Spring Meeting

April 23, 2020 | Virtual Meeting

[Joseph K. West](#)

COVID-19 Effects on Communities of Color

May 6, 2020 | ABA Real Property & Probate and Trust

Section Diversity and Inclusion Conference and

Virtual Spring Leadership Meeting

[Cyndie M. Chang](#)

Telehealth in Long Term Care: COVID-19 Reduced Barriers,  
and New Incentives for Technology

May 7, 2020 | Healthcare Information Network Webinar

[Neville M. Bilimoria](#)

Harassment Prevention Training for Human Resources  
and Managers

May 13, 2020 | Duane Morris LLP | Philadelphia

[Marc J. Scheiner](#)

Patent Fundamentals Bootcamp 2020: An Introduction  
to Patent Drafting, Prosecution, and Litigation

June 2, 2020 | Practising Law Institute Webinar

[Deborah L. Lu, Ph.D.](#)

How Your Startup Can Raise Venture Capital in the  
COVID-19 Era

June 3, 2020 | Webinar

[Gregory Chin](#)

Preparing for Implementation of the New Title IX Final Rule:  
Compliance and Risk Management Considerations

June 5, 2020 | DMi Webinar

[Edward Cramp](#)

Employment Law 101

June 9, 2020 | DMi Webinar

[Marc J. Scheiner](#)

You Don't Need a Parade to be Proud

June 9, 2020 | Deloitte Webinar

[Cindy Yang](#)

US Patent-Eligible Subject Matter – Latest Thinking

July 2, 2020 | Chartered Institute of Patent Attorneys  
(CIPA) Webinar

[Deborah L. Lu, Ph.D.](#)

PERM Sponsorship in Our New Normal: Building  
Successful Applications in an Uncertain Job Market

July 16, 2020 | DMi Webinar

[M. Alejandra Vargas](#)

Investment and Innovations in EdTech in 2020 and  
Amid COVID-19

July 29, 2020 | Webinar | Silicon Valley

[Gregory Chin](#)

The Paucity of Women of Color in the Legal Profession  
and Its Impact on the Administration of Justice

July 30, 2020 | American Bar Association Virtual  
Annual Meeting

[Cyndie M. Chang](#)

18th Advanced Summit on Life Science Patents

August 4, 2020 | American Conference Institute

DoubleTree by Hilton Hotel Metropolitan New York

[Deborah L. Lu, Ph.D.](#)

Implementation of the CARES and SECURE Act

August 11, 2020 | NAPPA 2020 Summer Webinar Series

[John A. Nixon](#)

Preparing for the Implementation of the New Title IX  
Final Rule: Decision-Making and Informal Resolution  
Facilitator

August 11, 2020 | DMi Webinar

[Edward Cramp](#)

LEAD Academy  
August 11, 2020 | National LGBT Bar Association's 2020  
Virtual Lavender Law Conference & Career Fair  
[Anastasia Kaup](#)

Implementing the New Title IX Regulation: Introduction  
& Overview of the New Title IX Regulation for Career,  
Technical, and Trade Schools  
August 24, 2020 | DMi Webinar  
[Edward Cramp](#)

What the #%!\*: Political Correctness in the Workplace  
September 10, 2020 | DMi Webinar  
[Marc J. Scheiner](#)

Building a Coalition for Racial Justice and Civil Rights  
During a Time of Crisis  
September 17, 2020 | California Lawyers Association  
Webinar  
[Terrance J. Evans](#)

Mission Visibility: Creating Awareness for LGBTQ+  
People in EdTech  
October 1, 2020 | ASU+GSU 2020 Virtual Summit  
[Edward Cramp](#), [Anastasia Kaup](#) and [Cindy Yang](#)

Insider Insights—Retaining and Attracting a  
Diverse Workforce  
October 1, 2020 | ASU+GSU 2020 Virtual Summit  
[Bryce Young](#)

Dear Helga - You're Never Going to Believe What My  
Employee Did This Time...  
October 14, 2020 | DMi Webinar  
[Maria Cáceres-Boneau](#)

Negotiate Your Compensation Like a Rock Star  
October 22, 2020 | Major, Lindsey & Africa Webinar  
[John A. Nixon](#)

Women of Color Partners Speak Out  
October 23, 2020 | Leadership Institute for Women  
of Color Attorneys Webinar  
[Cyndie M. Chang](#)

Diversity, Equity, Inclusion & Belonging - What 2020  
Has Wrought  
October 27, 2020 | Association of Corporate Counsel  
Webinar  
[Meagan E. Garland](#)

Diversity Leads Series: Championing Diversity During  
Times of Crisis  
October 27, 2020 | Association of Corporate Counsel  
Webinar  
[Joseph K. West](#)

Grit and Growth Mindset: Tools for Combatting COVID  
Burn Out  
November 5, 2020 | American Bar Association Webinar  
[Cyndie M. Chang](#)

BESLA 40th Annual Conference  
November 11, 2020 | Black Entertainment & Sports  
Lawyers Association Webinar  
[Joseph K. West](#)

A Conversation with Peabody-Nominated Journalist  
John Biewen: "The Man Who Saw Himself"  
November 13, 2020 | ABA Labor and Employment  
Law Section 14th Annual Labor and Employment  
Law Conference  
[Joseph K. West](#)

Advancing Racial Equity in the Legal Profession  
November 16, 2020 | Live with Kellye & Ken,  
Law School Admission Council  
[Joseph K. West](#)

Intellectual Property and Corporate Lawyering Panel  
December 2, 2020 | University of Pennsylvania Carey  
Law School Webinar  
[Jiazhong \(Jason\) Luo, Ph.D.](#)

Who, What, and Where of Virtual Lawyering: Insights -  
How to Excel  
December 3, 2020 | New York State Bar Association  
Webinar  
[Maria Cáceres-Boneau](#)

## INTRODUCING OUR NEWEST DIVERSE ATTORNEYS | | |

We welcome these diverse attorneys who joined Duane Morris in 2020.



**GLENN C. EDWARDS, Partner | New York**

Glenn concentrates his practice in the area of commercial litigation and has represented clients in all aspects of litigation, both trial and appellate, in federal and state courts in various jurisdictions, as well as arbitration.

Before entering private practice, Glenn served as judicial law clerk to the Hon. Sonia Sotomayor, both on the U.S. Court of Appeals for the Second Circuit and on the U.S. District Court for the Southern District of New York.

Glen is a 1997 graduate of Yale Law School, where he served on the *Yale Law Journal*, and a graduate, with highest honors, from the Georgia Institute of Technology.



**ALUN W. GRIFFITHS, Partner | New York**

Alun concentrates his practice in commercial and banking litigation and has worked on matters involving credit rating agency issues; UCC litigations; retail banking litigations; employment discrimination; internal investigations; responding to subpoenas and inquiries from the Department of Justice, Securities and Exchange Commission and Attorneys General offices and other governmental regulatory entities; and counseling on record preservation and privacy issues.

Alun is a 1997 *summa cum laude* graduate of Brooklyn Law School, where he was a notes and comments editor of the *Brooklyn Law Review*, and a graduate of New York University.



**ANASTASIA KAUP, Partner | Chicago**

Anastasia has represented asset managers, investment funds, sponsors, financial institutions, corporate clients and other parties in financing transactions across the private equity, private credit, real estate, hedge fund, venture capital and distressed lending spaces. Anastasia structures, negotiates and documents complex financing transactions domestically and internationally at all levels of the organizational structure, with specific focuses on fund finance, sponsor finance, financing in distressed situations and financing for corporate borrowers.

Anastasia is a member of the firm's Diversity Committee and is co-chair of Duane Morris Pride, the firm's LGBTQ+ affinity group. She is a 2010 *cum laude* graduate of the University of Michigan Law School and a *cum laude* honors program graduate of the University of Utah.



**NATHANIEL GORDON KNOX, Partner | Baltimore**

Gordon focuses his practice on complex commercial, real estate and corporate transactions. He handles all aspects of tax-exempt financings, commercial financings and affordable housing development financings.

Gordon is a graduate of the University of Maryland School of Law (J.D., 1998), the American University in Cairo (M.A., 1993) and the College of William & Mary (A.B., 1990).



**MARK A. LERNER, Partner | New York**

Mark practices in the area of intellectual property law and counsels clients on trademark selection and clearance and has extensive experience prosecuting trademark applications and managing international trademark portfolios of clients, ranging from publishers to advertising agencies to multinational consumer products companies.

Mark is a regular speaker on intellectual property issues, having participated in panels at the New York City Bar Association, INTA and the Promotional Marketing Association annual conference.

He is a 1994 *cum laude* graduate of New York University School of Law, where he was an editor of the competitions division of the Moot Court Board, and a graduate of Haverford College. He has a background in public relations and the performing arts.



**RINA R. PATEL, Partner | New York**

Rina practices in the areas of corporate and securities law with a focus on representing clients in domestic and cross-border stock and asset acquisitions and sales, mergers, joint ventures and public offerings. She assists clients with corporate governance, commercial contract and public company disclosure-related matters.

Rina is a 2005 graduate of Fordham University School of Law and a graduate, with honors, of the University of Maryland.

**PHILIP W. WOO, Partner | Silicon Valley**

Philip focuses his practice on patent law and has deep experience in litigation, prosecution and contested proceedings before the Patent Trial and Appeal Board (PTAB). With a degree in electrical engineering and substantial real-world experience in the high-tech industry, he has served as lead technical counsel for numerous matters, coordinating teams across separate, but relating, proceedings.

Philip is a 1994 graduate, with honors, of the University of Southern California Gould School of Law, where he was a member of the *USC Interdisciplinary Law Journal*, and a 1990 *cum laude* graduate of Southern Methodist University.



**ROBERT C. CARRILLO, Special Counsel | New York**

Robert advises clients on all areas of dispute resolution, whether involving litigation, arbitration, mediation or proceedings before administrative or regulatory bodies. He counsels clients located throughout the United States, Europe and the Americas. Robert is fluent in Spanish and advises clients in both Spanish and English.

An experienced litigator, Robert's areas of focus include both intellectual property litigation (trademark, trade dress, copyright patent and anti-piracy litigation) and complex commercial litigation. Robert also advises clients on complex GDPR and personal information privacy and compliance issues.

Robert is a 2003 graduate of Georgetown University Law Center and is a graduate of the University of California at Berkeley, where he was a National Hispanic Scholarship Fund scholar.



**LEEN AL-ALAMI, Associate | Philadelphia**

Leen advises private equity and corporate clients in a variety of transactions, both domestic and cross-border, including mergers and acquisitions, divestitures and joint ventures, as well as in general corporate governance matters. Her clients span a wide range of industries, including technology, chemicals, mining, healthcare and life sciences.

Leen is a 2013 graduate of the University of Pennsylvania Carey Law School, where she was associate editor of the *Journal of Business Law*. She holds a B.A., *cum laude*, and an M.A. from Harvard University. She is a native speaker of English and Arabic, and is fluent in French and conversational in Hebrew.



**HOLDEN BENON, Associate | San Francisco**

Holden is a trial lawyer who focuses on insurance coverage issues involving professional liability policies and pollution legal liability policies. He has experience advising insurers on business interruption coverage and regulatory issues.

Holden is a graduate of the University of California Hastings College of the Law and Arizona State University.

**MARIA CACERES-BONEAU, Associate | New York**

Maria practices in the area of labor and employment law and represents clients in cases involving discrimination, harassment retaliation, misclassification and wage-and-hour claim violations in federal and state court and arbitration as well as before administrative agencies. She serves as primary contact for numerous clients seeking counseling advice on employment matters such as termination, retaliation, requests for accommodation, workplace violence prevention, pay equity practices, COVID-19 and changes in employment law. In addition, Maria has extensive experience investigating internal complaints of sexual and other types of harassment and discrimination, including allegations made against executives.

Maria is a graduate of Benjamin N. Cardozo School of Law. She also earned an M.S. from Hunter College and a B.A. from Yale University. She is fluent in Spanish.



**PEGGY S. CHEN, Associate | New York**

Peggy practices in the area of litigation with a primary focus on commercial litigation and is a graduate of Harvard Law School and Harvard University.



**MONICA J. FALCONE, Associate | New York**

Monica practices in the area of private client services with a focus on trusts and estates and real estate matters. She has experience with all aspects of estate administration as well as preparing court filings and estate tax and fiduciary income tax returns. Monica has also appeared as guardian ad litem on various probate and guardianship cases as per appointments by New York City county courts.

Monica is a 2006 graduate of Brooklyn Law School and a graduate of Rutgers University.



**DIANE J. KIM, Associate | San Francisco**

Diane practices in the area of business reorganization and financial restructuring. Prior to joining Duane Morris, Diane served as judicial law clerk to the Hon. Karen B. Owens of the U.S. Bankruptcy Court for the District of Delaware. She is fluent in Korean.

Diane is a 2019 graduate of Temple University Beasley School of Law and a graduate of Mount Holyoke College. While in law school, Diane founded the Affinity Group Coalition, a student-run group aiming to improve diversity in the legal profession, and served as president of the Asian Pacific American Law Students Association.



**ANDREW EHAB MINA, Associate | Los Angeles**

Andrew practices in the area of litigation with a focus on the representation of financial institutions in financial services disputes.

Andrew is a 2018 graduate of the University of California, Los Angeles School of Law, and a *magna cum laude* graduate of the University of California, Los Angeles. He is fluent in spoken Arabic.



**MAITRY PATEL, Associate | Chicago**

Maitry practices in the area of intellectual property law and has experience with patent applications directed to a number of diverse technology fields, including the electrical, mechanical and software arts.

Maitry is a 2017 graduate of Chicago-Kent College of Law, where she was junior editor of *Chicago-Kent Journal of Intellectual Property*, and a graduate of Purdue University. She is fluent in Hindi and Gujarati.

**TRACEY TIMLIN, Associate | Wilmington**

Tracey practices in the area of litigation and has experience in commercial and intellectual property litigation.

Tracey is a 2017 *cum laude* graduate of Pennsylvania State University, Dickinson School of Law, where she was managing editor of the *Arbitration Law Review*, and a *summa cum laude* graduate of Towson University.



**M. ALEJANDRA VARGAS, Associate | New York**

Alejandra concentrates her practice in the area of immigration law and represents companies in a wide variety of industries seeking to employ foreign nationals in the United States on a temporary or permanent basis. She also assists individuals and families in connection with nonimmigrant and immigrant visa matters as well as naturalization. Alejandra is also a volunteer attorney for the New York Legal Assistance Group (NYLAG), where she provides legal assistance for family immigration matters.

She is a graduate of University Pontificia Bolivariana in Colombia, and she was awarded an LL.M. by Brooklyn Law School and an LL.M. in Private Law from the University Panthéon-Assas (Paris II) in France, where she is also a doctoral candidate in International Law. She is fluent in French and Spanish.

**FANNY WONG, Associate | New York**

Fanny practices in the area of immigration law and represents corporate clients seeking to employ foreign nationals on a temporary or permanent basis. Fanny has experience with preparing and submitting H-1B, L-1, TN, E-3 and H-1B1 applications and has also provided guidance on PERM and employment-based immigration matters.

Fanny is a 2017 graduate of George Washington University Law School and a graduate of New York University.



**MARK ZHUANG, Associate | New York**

Mark practices in the area of corporate law and has experience in mergers and acquisitions, financings, corporate governance, SEC filings and general corporate matters.

Mark is a 2018 *cum laude* graduate of Washington and Lee University School of Law, where he was lead articles editor of the *Journal of Civil Rights and Social Justice*, and a graduate of Binghamton University. He is conversational in Mandarin Chinese.



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## DIVERSITY & INCLUSION STRATEGIC ALLIANCES |||

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. Listed below are some of our key relationships.

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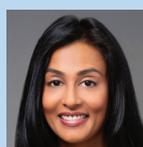


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