

# 2007 YEAR IN REVIEW

## DIVERSITY @PERKINS COIE

Committed to providing a workplace where all people can be successful, irrespective of race, gender, sexual orientation, religion or disability.

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Legal Counsel to Great Companies

# DIVERSITY @ PERKINS COIE

Perkins Coie LLP is committed to developing a vibrant diverse community within our firm and the legal profession. Diversity is a strategic priority for us, and we have dedicated the resources and leadership to it. We have formed local diversity committees, created affinity groups, hosted diversity retreats, and most recently, established a diversity department led by Theresa Cropper.

## INTRODUCING THERESA CROPPER



Chicago

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TCropper@perkinscoie.com

In October 2007, Theresa Cropper joined Perkins Coie LLP as Director of Diversity and Professional Development. In this role, she is responsible for the firm's diversity initiatives, policies and recruitment. Theresa works with each office and practice to promote diversity and recruit and retain diverse attorneys. She is also responsible for professional development initiatives and the creation of firmwide programs designed to insure advancement for all our attorneys.

For three years, Theresa served as the National Director of Diversity at DLA Piper US LLP, where she was responsible for implementing all aspects of the firm's national diversity initiative. Prior to her tenure at DLA Piper, Theresa was the Dean of Students at Northwestern University School of Law. As Dean of Students, Theresa was interested in creating a team approach to student problem solving. She launched programs designed to provide professional development outside of the classroom with programming focused on leadership, team building, mandatory diversity training, problem solving, and networking. These programs became the hallmark of the Office of Student Affairs. Prior to holding that position, Theresa served as Director of Minority Affairs and Associate Dean of Students.

# DATA

IN THE PAST YEAR, OUR NUMBER OF DIVERSE ATTORNEYS HAS INCREASED ALMOST 15%.

	DECEMBER 2006 NUMBERS	DECEMBER 2007 NUMBERS
African American:	<ul style="list-style-type: none"> <li>■ 4 Partners</li> <li>■ 6 Associates</li> <li>■ 2 Of Counsel</li> </ul>	<ul style="list-style-type: none"> <li>■ 5 Partners</li> <li>■ 7 Associates</li> <li>■ 2 Of Counsel</li> </ul>
Asian:	<ul style="list-style-type: none"> <li>■ 9 Partners</li> <li>■ 38 Associates</li> <li>■ 3 Of Counsel</li> </ul>	<ul style="list-style-type: none"> <li>■ 12 Partners</li> <li>■ 47 Associates</li> <li>■ 2 Of Counsel</li> </ul>
Hispanic/Latino/a:	<ul style="list-style-type: none"> <li>■ 2 Partners</li> <li>■ 10 Associates</li> </ul>	<ul style="list-style-type: none"> <li>■ 3 Partners</li> <li>■ 8 Associates</li> </ul>
Native American:	<ul style="list-style-type: none"> <li>■ 1 Partner</li> <li>■ 1 Associate</li> </ul>	<ul style="list-style-type: none"> <li>■ 1 Partner</li> <li>■ 1 Associate</li> </ul>
Women:	<ul style="list-style-type: none"> <li>■ 50 Partners</li> <li>■ 137 Associates</li> <li>■ 22 Of Counsel</li> </ul>	<ul style="list-style-type: none"> <li>■ 60 Partners</li> <li>■ 155 Associates</li> <li>■ 20 Of Counsel</li> </ul>
GLBT:	<ul style="list-style-type: none"> <li>■ 1 Partner</li> <li>■ 9 Associates</li> </ul>	<ul style="list-style-type: none"> <li>■ 3 Partners</li> <li>■ 10 Associates</li> </ul>

## 2007 FALL ASSOCIATES

- 26% are diverse
- 48% are women

## 2007 SUMMER ASSOCIATES CLASS

- 56% are diverse
- 53% are women

## 2007 DIVERSITY FELLOWS

- 48% ethnic diversity
- 53% gender diversity

# DIVERSITY COMMITTEE

Since 1988, the Diversity Committee has provided a forum for discussion and supported the implementation of a variety of programs and policies affecting women and other diverse lawyers. Lawyers at all levels of practice, representing almost every Perkins Coie U.S. office, serve on the firmwide Diversity Committee. The committee has two branches — a firmwide Diversity Strategic Committee and local Diversity Subcommittees in each office.

## DIVERSITY STRATEGIC COMMITTEE

The Diversity Strategic Committee is charged with developing the firmwide diversity strategy and goals that can guide the implementation of existing programs and the creation of new strategic diversity initiatives. The committee works at the direction of the Executive and the Management Committees and provides input to those committees on firm initiatives that have an effect on workplace diversity. The committee is composed of nine partners, one of counsel, two associates and five administrative staff. A member of the Management Committee is also a member of the Diversity Strategic Committee.

Two of the most recent goals of the Diversity Strategic Committee have been to establish a formal diversity program and identify leadership to direct this mission. Another of the committee's goals for this year was the implementation of adopted recommendations pursuant to a formal assessment. Among those recommendations were creating affinity groups, hosting diversity retreats and establishing local committees that focus on recruitment and retention. The committee led and managed the execution of these recommendations during the 2007 calendar year.

In addition to its programs and recommendations, the committee partnered with the firm's Client Relations department to produce our Diversity Resources photo directory. A companion directory of women attorneys

has also been created. These, paired with occasional social events between our clients and diverse lawyers, provide an excellent opportunity to foster more meaningful relationships between our diverse lawyers and our clients. In addition, we offer alternating in-house lunches for all women lawyers, women partners, minority lawyers and GLBT lawyers, which provide excellent networking and relationship-building opportunities. Through the committee, the firm sponsors membership in specialty bar organizations for the firm's women and diverse attorneys. Additional support is provided to a number of local and national diversity bar and professional organization events. The committee also sponsors events and programs with law student diversity organizations.

## DIVERSITY SUBCOMMITTEE

The office-based Diversity Subcommittees are tasked with the development and execution of programs focused on improving the recruitment and retention of diverse lawyers. Each subcommittee has a local chair who meets quarterly with the chair of the firmwide Diversity Strategic Committee. The subcommittees consist of associates, of counsel and partners, and are supported by local and/or firmwide support staff. In addition, the office Diversity Subcommittees sponsor a mentor program for incoming minority, GLBT and women entry-level associates that is tailored to each individual attorney in order to provide the best possible mentoring relationship based on that attorney's preferences.

# AFFINITY GROUPS

The firm sponsors a number of initiatives, directed in whole or in part, to the retention and promotion of diverse lawyers. The Diversity Strategic Committee has facilitated the creation of affinity groups for women, ethnic minorities, GLBT attorneys and attorneys who are parents. These affinity groups help foster informal mentoring relationships, institute outreach efforts to new diverse attorneys and provide additional networking and professional development programs.

## WOMEN'S FORUM

The Women's Forum is the affinity group that is tasked with addressing the women's issues for attorneys. In 2007, the affinity group sponsored the first all-women attorney retreat, held in Victoria, British Columbia. In addition to the annual retreat, the Women's Forum hosts an internal Web site, authors a newsletter, plans quarterly networking and development events in various offices across the firm, and serves as a formal resource for input on firm policies.

## ATTORNEYS OF COLOR

The Attorneys of Color is the affinity group for all ethnically diverse attorneys. It is the representative umbrella for African Americans, Asian Americans, Latino/Hispanic Americans and Native Americans. In September 2007, the Attorneys of Color affinity group held its first retreat in Seattle, Washington. In addition to the networking and professional development opportunities available during the retreat, the group set a number of goals, including pursuing business development through the creation of national and local programs.

## GLBT

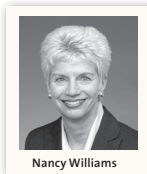
The GLBT affinity group includes attorneys that self-identify themselves as gay, lesbian, bisexual or transgender. The group seeks to serve as a sounding board for both attorneys and staff and to provide a safe environment for discussion of issues relevant to our GLBT personnel. Similar to the Attorneys of Color affinity group and the Women's Forum, the GLBT affinity group hosts various social networking events throughout the year. The group also supports community organizations whose goals include increasing diversity and tolerance in our communities.

## PARENTS

The goals of the Parents affinity group are to provide networking opportunities and a supportive atmosphere where attorneys can discuss issues relevant to them as they balance a career and family. The group also provides input to firm management related to policies affecting attorneys with children. The group, which includes male and female attorneys from across the firm, hosts a monthly meeting for all its members. Recent topics have included reviewing firm resources for new parents and factors to consider in choosing child care.

## 2007 DIVERSE PARTNER PROMOTIONS

NAME	OFFICE	PRACTICE GROUP
Fiona Brophy	MP	Business/Emerging Companies
Sarah Crooks	POR	Commercial Litigation
Jeanne Cullen	CHI	Commercial Litigation
Suzette Derrevere	WDC	Government Contracts
Iveth Durbin	SEA	Business/EB & EC
Judith Gold	CHI	Political Law
Lynn Hvalsoe	SEA	Business/L&T
Shaalu Mehra	MP	Business/L&T
Cori Moore	SEA	Commercial Litigation
Melanie Rubocki	BOI	Business/Emerging Companies
James Zhu	LOS	IP/Patent



Nancy Williams

**Nancy Williams** was appointed to the new position of Seattle Office Managing Partner in July 2007. Nancy joined the firm in 1981 and has served in a number of leadership positions, including on the firm's Executive Committee, Partner Compensation Committee, Personnel Committee, and as head of the Seattle Labor practice. A partner in the firm's national Labor & Employment practice, she has been representing companies in labor and employment law for more than 25 years. She counsels employers and represents them in litigation on equal employment opportunity, discipline and discharge, and a wide variety of other employment issues.

# 2007 DIVERSE INCOMING ASSOCIATES

NAME	OFFICE	PRACTICE GROUP
Nichole L. Abbotts	BEL	Business/L&T
Kate Andrias	WDC	Political Law
Gaurab Bansal	SEA	Business/Emerging Companies
Leota Bates	WDC	Commercial Litigation
Kristin Baughman	PHX	Commercial Litigation
Matthew (Matt) Beebe	SEA	Business/L&T
Candice Brown	POR	Business/CG&T
Britnee Cole	CHI	RELU
Lindsay E. Dickston	SEA	Business/L&T
Elizabeth (Liz) Dietrich	SEA	Business/Emerging Companies
Ryan D. Glant	SEA	Business/CG&T
Payal Goel	MP	Business/Emerging Companies
Amy E. Hughes	SEA	RELU
Anthony J. Johnson	SEA	IP/Patent
Elizabeth Kruschek	PHX	Commercial Litigation
Jade Lambert	CHI	Commercial Litigation
Elizabeth (Liz) Lee	SEA	Business/CG&T
Hannah Lee	MP	Commercial Litigation
Elisabeth A. (Lisa) Marshall-Manheim	SEA	Commercial Litigation
Brandy McMillion	CHI	Commercial Litigation
Regina (Gina) Ori	CHI	Business/Private Equity
Daniel Rube	MP	IP/Patent
Martha D. Sandoval	SEA	Business/CG&T
Ellen Sheedy	POR	Business/CG&T
Vincent A. (Ajay) Singh	SEA	Commercial Litigation
Chian Wu	SEA	Business/FT&R
Jason Yoo	MP	IP/Patent

# THE 2007 SUMMER CLASS

NAME	OFFICE	SCHOOL	YEAR
Mark Robinson	ANC	University of Chicago Law School	2009
Stacey S. Bernstein	BEL	Seattle University School of Law	2007
Jarrett Y. Jacinto	BEL	Georgetown University Law Center	2009
Regan R. Kirk	BEL	Yale Law School	2009
Crystal M. Ondo	BEL	Boston College Law School	2008
Jeffery L. Winmill	BOI	George Washington University Law School	2008
Jeremy L. Buxbaum	CHI	Northwestern University School of Law	2008
Chad T. Diamond	CHI	Northwestern University School of Law	2008
Nadia A. Kiyani	CHI	University of Michigan Law School	2008
Laurie A. Perez	CHI	Northwestern University School of Law	2008
Kate A. Stetsko	CHI	Northwestern University School of Law	2008
Lara J. Dueppen	LA	Loyola Law School, Loyola Marymount University	2008
Monica Ortiz-Sanchez	LA	Loyola Law School, Loyola Marymount University	2008
Vilma R. Palma	LA	UCLA School of Law	2009
Reema Radwan	LA	Loyola Law School, Loyola Marymount University	2008
Yingli Wang	LA	University of Washington School of Law	2008
Raman Bharatula	MP	Franklin Pierce Law Center	2008
M. Ryan Hopkins	MP	Fordham University School of Law	2008
Saleh Kaihani	MP	University of California, Hastings College of the Law	2009
Ms. Nusrat Khaleeli	MP	Santa Clara University School of Law	2008
R. Kim Nielsen	MP	University of San Francisco School of Law	2009
Phillip S. Stoup	MP	Duke University School of Law	2009
Jessica Berch	PHX	Columbia Law School	2008
Amy Chang	PHX	Harvard Law School	2009
Joshua M. Crum	PHX	J. Reuben Clark Law School, Brigham Young University	2009
John M. DeStefano III	PHX	James E. Rogers College of Law, University of Arizona	2007
Parisa Elahi	PHX	University of Southern California	2009
Gina-Gail S. Fletcher	PHX	Cornell Law School	2009
Eric M. Fraser	PHX	University of Chicago Law School	2009
Daniel Fuller	PHX	Duke University School of Law	2008
Daniel J. McFeely	PHX	Sandra Day O'Connor College of Law, Arizona State University	2008
Mr. Abiman Rajadurai	PHX	University of Michigan Law School	2008
Guy L. Tshiteya	PHX	S. J. Quinney College of Law, University of Utah	2008
Rebecca Weisenberg	PHX	Sandra Day O'Connor College of Law, Arizona State University	2008
Theodore "Ted" Wimsatt	PHX	Sandra Day O'Connor College of Law, Arizona State University	2008
Keith Woffinden	PHX	J. Reuben Clark Law School, Brigham Young University	2008
Rose K. Alappat	POR	Lewis & Clark College Northwestern School of Law	2008
Tyler Anderson	POR	Stanford Law School	2008

# THE 2007 SUMMER CLASS

NAME	OFFICE	SCHOOL	YEAR
Nathan R. Christensen	POR	University of Chicago Law School	2008
Maggie Gardner	POR	Harvard Law School	2007
Priscilla "Polly" E. Hampton	POR	University at Buffalo Law School, State University of New York	2008
Misha A. D. Isaak	POR	University of Pennsylvania Law School	2008
Alexis A. Martin	POR	New York University School of Law	2009
Jennifer McGrew	POR	Lewis & Clark College Northwestern School of Law	2009
Rishi R. Batra	SEA	Harvard Law School	2008
Karen R. Brunton	SEA	University of Washington School of Law	2008
Lyzette M. Bullock	SEA	University of Michigan Law School	2008
Kanika Chander	SEA	Columbia Law School	2008
Adam Clark	SEA	University of Washington School of Law	2009
Sonia D. Cook	SEA	Boalt Hall, University of California, Berkeley	2008
Rosario Daza	SEA	University of Washington School of Law	2008
Miriam D. D'Jaen	SEA	Seattle University School of Law	2008
Beau H. Ellis	SEA	George Washington University Law School	2008
Adam M. Glant	SEA	University of Washington School of Law	2008
Katherine "Katie" A. Gustafson	SEA	University of Virginia School of Law	2008
K. Cyrus Habib	SEA	Yale Law School	2009
Peggy A. Hawkins	SEA	University of Washington School of Law	2008
Nadia A. Kiyani	SEA	University of Michigan Law School	2008
Erin L. Lennon	SEA	University of Washington School of Law	2008
Robert McIver	SEA	Seattle University School of Law	2009
Ryan T. Mrazik	SEA	Georgetown University Law Center	2008
Priya Sambasivan	SEA	University of Washington School of Law	2009
Andrea M. Sander	SEA	Seattle University School of Law	2008
John Paul "JP" Schnapper-Casteras	SEA	Stanford Law School	2008
Naomi A. Sheffield	SEA	Georgetown University Law Center	2008
Jenny M. Skinner	SEA	Stanford Law School	2008
Euphemia "Phemie" N. Thomopulos	SEA	Columbia Law School	2007
Siddharth V. Velamoor	SEA	Columbia Law School	2008
Annie M. Vithayathil	SEA	University of Washington School of Law	2009
Justin J. Waldie	SEA	Columbia Law School	2009
Kris M. Yoshizawa	SEA	Seattle University School of Law	2008
Zach B. Allen	SF	Boalt Hall, University of California, Berkeley	2008
Constance "Connie" J. Choi	SF	Boalt Hall, University of California, Berkeley	2009
Henry Lien	SF	Stanford Law School	2008

# FELLOWSHIP PROGRAM & RECRUITMENT

One way the firm demonstrates its commitment to diversity is through the Perkins Coie 1L Diversity Student Fellowship. In 2007, most of our offices with summer associate programs offered at least one fellowship. In total, 10 diverse first-year law students received fellowships in 2007.

Established in the Seattle office in 1991 by an in-house Minority Hiring Task Force, the fellowship began with a summer associate position and a scholarship award for one diverse University of Washington first-year law student. In 1999, the program was expanded to include students at Seattle University. In 2002, the program was again expanded to include diverse first-year law students from around the country. In addition to a position as a summer associate, each 1L Diversity Fellow receives a \$7,500 scholarship. This pioneering program has been so successful that several other law firms in the Pacific Northwest have followed our lead and established similar programs. To read more about our 1L Diversity Program, visit [www.perkinscoie.com/diversity](http://www.perkinscoie.com/diversity).

In addition, in the fall of 2005, we began hosting campus outreach receptions targeted to diverse law students at a number of schools across the country. We also provide a diversity contact list so that law students with questions can contact lawyers of diverse backgrounds here at the firm. Our summer associate class of 2007 had a representation of 48% ethnic diversity and 53% gender diversity with 10 diversity fellowships awarded. These numbers reflect our consistent effort to improve diversity through our law school recruitment process.

Our recruiting efforts for second- and third-year law students also reflect our commitment to diversity and have included interviewing at several diversity job fairs, including:

- Northwest Minority Job Fair (Perkins Coie has hosted this event)
- Southeastern Minority Job Fair
- Oregon Minority Job Fair
- Cook County Bar Association
- Chicago Committee on Minorities in Large Law Firms
- Minority Law Student Job Fair
- Black Law Student Association's Midwest
- Black Law Students Association's Northwest Minority
- Recruitment Conferences
- Impact Disabled Law Student Job Fair
- Lavender Law Career Fair
- MCCA/Vault Diversity Career Fair
- ABA/CLEO Job Fair
- National Latina/o Law Student Conference Career Fair
- Howard University School of Law in Washington, D.C.

# COMMUNITY INVOLVEMENT

Our lawyers are also encouraged to engage in community service through activities such as the Perkins Coie Community Service Fellowship, firm-sponsored volunteer projects, board memberships, individual volunteer projects, charitable giving and providing pro bono legal services to those in need who would not otherwise have access to our legal system. Many of our diverse lawyers are active in these pro bono projects, as well as other activities that support diverse communities. Their involvement lends leadership to many important projects.

Some examples of such leadership include, Seattle litigation Partner **James Williams**, who received special recognition for his work on the events celebrating the 50th anniversary of *Brown v. Board of Education* by the Loren Miller Bar Association at its annual scholarship dinner in May 2004. James was the first chair of the award-winning Washington State Bar Association's ("WSBA") Leadership Institute, which was designed to accelerate the development of diverse lawyers within the profession. James serves as a member of the ABA House of Delegates on behalf of the WSBA. James was also recognized by the ABA as a Business Law Ambassador, 2004 – 2006, for his work with the Leadership Institute.

Seattle IP Partner **Grace Han Stanton** is a member of the Korean American Bar Association of Washington and prior regional president. **Rajiv Sarathy**, Seattle IP associate, is a board member of the South Asian Bar Association of Washington. **Sarah Crooks**, Portland litigation partner, is a board member of the National Conference of Women's Bar Association. **Audra Mori**, Los Angeles litigation partner, is Vice President of the Japanese American Bar Association of Greater Los Angeles. **Bates McIntyre Larson**, Chicago litigation associate, is a board member of the Women's Bar Foundation. **Ellen Conedera Dial**, Seattle real estate and land use partner, is the president for the WSBA.

The firm has also committed to increasing the number of women and minority lawyers in its ranks and has become a signatory to two different calls to action:

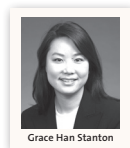
The Chicago Bar Association Call to Action on Women's Leadership in the Legal Profession and the Bar Association of San Francisco's 2010 Diversity Goals and Recommendations. Through these initiatives, the firm has pledged, among other things, to increase the number and/or percentage of women and minority partners not only in those offices, but across the firm.

Finally, we are proud that many of our women, minority and disabled attorneys have gone on from Perkins Coie to become leaders in the community.

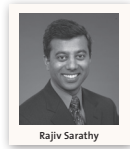
Some examples include Hon. M. Margaret McKeown and Hon. Ronald M. Gould of the U.S. Court of Appeals for the Ninth Circuit, Nicole Davis, deputy general counsel to Arizona Governor Janet Napolitano, L. Michelle Wilson, senior vice president and general counsel of Amazon.com, and Frederick B. Rivera, vice president of investigations for Fannie Mae in Washington, D.C.



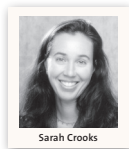
James Williams



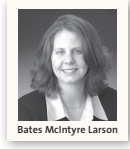
Grace Han Stanton



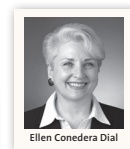
Rajiv Sarathy



Sarah Crooks



Bates McIntyre Larson



Ellen Conedera Dial

# FIRM COMMITMENTS & SPONSORSHIPS

## NATIONAL SPONSORSHIPS & CONFERENCE ATTENDANCE

- American Bar Association's (ABA) Women in the Law Leadership Academy
- Sponsor and Participated at the Vault/MCCA Job fair in New York in 2006 and San Francisco in 2007
- National Asian Pacific American Bar Association (NAPABA) Annual Conference Sponsor
- Lavender Law Career Fair
- ABA Commission on Women in the Profession
- Minority Corporate Counsel Association (MCCA) Creating Pathways to Diversity Annual Conference
- North American South Asian Bar Association (NASABA) Annual Conference
- Lambda Legal Annual Conference
- National Latino Conference
- National Conference of the Women's Bar Association
- MCCA Western Regional Diversity Dinner
- NALP Diversity Summit
- Native American Annual Conference
- ABA Commission on Racial and Ethnic Diversity in the Profession
- Hispanic National Bar Association Annual Conference
- Asian American Justice Center
- National Black Law Students Association Annual Convention
- Global Alliance for Africa – Children's Advocate Award Reception
- Lavender Law Annual Conference
- IMPACT Career Fair Sponsor – Law Students and Attorneys with Disabilities

## ANCHORAGE

- Anchorage Association of Women Lawyers Lunch Meeting
- CIRI Golf Tournament
- BP/YWCA Women of Achievement Lunch

## BAY AREA: MENLO PARK & SAN FRANCISCO

- Berkeley Law Foundation "Guarantor of Diversity" Sponsorship
- Menlo Park Quarterly Women's Breakfast
- California Minority Counsel Program Annual Conference
- California State Bar Diversity Summit
- Signatory to the Bar Association of San Francisco's 2010 Goals and Timetable and Recommendations for Minority Hiring and Advancement
- California Women Lawyers Annual Dinner
- Pregame Reception at Asian American Bar Association Baseball Night
- Charles Houston Bar Association
- Berkeley Journal of African-American Law & Policy Reception
- Asian Law Caucus Annual Dinner
- TiECon Annual Conference
- Lambda Legal Dinner and Gala
- San Francisco La Raza Lawyers Association
- San Francisco Mentoring Lunch for Women Associates and Summer Associates

# FIRM COMMITMENTS & SPONSORSHIPS

- Menlo Park Women Litigator's Event – Nordstrom Designer Fashion Show
- Asian American Bar Association Summer Reception
- Bay Area Diversity Career Fair, sponsored by the Bar Association of San Francisco
- Boalt - Law Students of African Descent "Placement Night"
- California Association of Black Lawyers Conference
- Financial Women's Association of San Francisco Scholarship Fund Dinner
- Asian American Bar Association of the Greater Bay Area Dinner
- ABA – Minority Counsel Program
- Santa Clara University School of Law 4th Annual Celebration of Diversity Gala
- Asian Pacific Bar Association of the Silicon Valley Reception

## BOISE

- Idaho Inclusiveness Coalition
- Idaho State Bar Association's Diversity Section Reception
- Idaho Chapter National Association of Women Business Owners

## CHICAGO

- Northwestern's Asian Pacific American Law Students Association
- Northwestern's South Asian Law Students Association
- Women's Bar Foundation Scholarship Luncheon
- Cook County Bar Association Minority Job Fair
- Dinner Sponsor with the Diversity Coalition at Northwestern University
- Black Women Lawyers Association of Greater Chicago
- Charter Signatory to the Chicago Bar Association's "Call to Action" on Women Leadership in the Legal Profession
- Chicago Foundation for Women
- Member of the Chicago Committee on Minorities in Large Law Firms
- Chicago Urban League Dinner
- BBQ to sponsor Chicago's GLBT organizations: The Center on Halsted, Equality Illinois, GALLA, LAGBAC Foundation and PFLAG
- National Center on Poverty Law
- Attended the MCCA Regional Conference, Black Women Lawyers Association of Greater Chicago Dinner
- Chicago Committee on Minorities in Large Law Firms Gala
- Asian Pacific American Law Student Association/South Asian Law Student Association (APALSA/SALSA) Reception
- Annual Women's Bar Association of Illinois Dinner
- Mercy Home Graduates' Luncheon
- Chicago Bar Association's Annual "Breaking Barriers and Building Bridges" Seminar



# FIRM COMMITMENTS & SPONSORSHIPS

## DENVER

- Outstanding Women in Business Awards – Denver Business Journal
- Sponsor of Women Attorneys' Dinner
- Colorado Bar Association's Rocky Mountain Legal Diversity Summit and Rocky Mountain Diversity Career Fair

## LOS ANGELES

- National Asian Pacific American Bar Association
- Korean American Bar Association of Southern California
- LGBT Bar Association
- Southern California Chinese Lawyers Association
- Japanese American Bar Association Dinner

## PHOENIX

- Minority Legal Writing Program offered by Arizona State University in which a scholarship is awarded to a law student intern who works at the firm during spring semester
- ABA Judicial Intern Opportunity Program
- Arizona Women Lawyer's Association
- University of Arizona Bridge Program
- State Bar of Arizona's Minority Bar Convention
- Los Abogados Hispanic Bar Association
- Hayzel B. Daniels Bar Association
- National Bar Association 2nd Annual Diversity Symposium
- APALSA Welcome Dinner
- Sandra Day O'Connor College of Law Minority Clerkship Workshop
- Arizona State Bar Task Force Leadership
- Maricopa County Bar Association Summer Associate Reception

## PORTLAND

- 1L Diversity Reception for Lewis & Clark Students
- Portland Women's Event
- Portland Women's Lunch
- Minority Lawyers Association Scholarship
- National Conference of Women's Bar Associations (NCWBA)
- ABA Commission on Women in the Profession
- Outstanding Women in Business Award Luncheon
- Oregon Chapter, National Bar Association
- Oregon Women Lawyers (OWLS)
- OWLS Robert Deiz Awards Dinner
- OWLS Fall CLE
- OWLS Queen's Bench Holiday Lunch Honoring Women Judges
- Uniting to Understand Racism Dinner
- Annual OLIO Bowl Event
- Cascade AIDS Project Annual Art Auction

# FIRM COMMITMENTS & SPONSORSHIPS

- Oregon Minority Lawyers Association Summer Social and Auction
- Portland General Electric Diversity Summit
- OWLS Dragon Boat Race Sponsorship
- OWLS Fall CLE Program Sponsor
- OGALLA (Oregon GLBT Bar)
- Oregon Hispanic Bar Association Dinner
- NCWBA Women's Bar Leadership Summit

## PUGET SOUND: SEATTLE & BELLEVUE

- Washington Women Lawyers Annual Dinner
- Northwest Indian Bar Association
- Loren Miller Bar Association Annual Dinner
- Asian Bar Association of Washington Annual Dinner
- QLAW Annual Banquet
- King County Bar Association Martin Luther King Jr. Luncheon
- Lambda Legal Annual Garden Party
- National Latino/a Law Student Conference
- Getting Ahead and Giving Back: Diversity in Washington's Legal Community
- South Asian Bar Association Annual Banquet
- Northwest Women's Law Center Gala and Auction
- King County Washington Women Lawyers' Chapter – Judicial Appreciation Luncheon
- Korean American Bar Association Annual Dinner
- Pacific Northwest Human Rights Campaign Annual Gala Dinner
- Latina/o Bar Association of Washington (LBAW) Dinner
- University of Washington Office of Minority Affairs 37th Annual Educational Opportunity Program Scholarship Awards
- Northwest Women's Law Center
- Vietnamese American Bar Association of Washington
- Mother Attorneys Mentoring Association of Seattle (MAMAS)
- Asian Bar Association of Washington's March Madness Event
- University of Washington Office of Minority Affairs "Celebration" Sponsor
- LBAW Picnic – Presenting Sponsor
- Washington State Bar Association Diversity Seminar
- King County Bar Association "Retention: Making the Diversity Commitment Work" Seminar
- King County Bar Foundation "The Future of the Law Institute" (Pipeline Program)

## WASHINGTON D.C.

- Diverse Attorney Dinner - January 8, 2007
- Associates Alex Joves, Troy Hughes of our D.C. office and Partner Grace Han Stanton of our Seattle office attended the Asian American Justice Center's "American Courage Awards"

## 2007 FIRM ACTIVITIES:

- On June 27, 2007, Retired Justice Sandra Day O'Connor visited our Phoenix office and spoke to our attorneys about her experiences as a Supreme Court justice.
- Paul Hirose, of counsel in our Los Angeles office, Gigi Hoang, associate in our San Francisco office, and Joanne Youn, associate in our Seattle office, attended the National Asian Pacific American Bar Association (NAPABA) Convention in Las Vegas. Paul sits on the national NAPABA board as their treasurer and Joanne sits on the 2008 Convention Planning Committee.
- Attorneys and staff from the Menlo Park and San Francisco offices attended the 20th Anniversary Minority Corporate Counsel Association Western Dinner.
- Director of Diversity and Professional Development Theresa Cropper was a plenary session speaker at the 2007 Minority Corporate Counsel Association Creating Pathways to Diversity Conference.
- This year seven women attorneys from several of our offices attended the ABA Women's Leadership Academy: Commission on Women in the Profession, in Chicago.
- The first ever firmwide Women's Retreat took place June 28-30, 2007, at the historic Fairmount Empress Hotel in Victoria B.C. This event drew the majority of women attorneys from around the country.
- The first ever Lawyers of Color Retreat took place September 7-8, 2007 and drew more than 60 attorneys of color to Seattle for a two-day event.
- Mother Attorneys Mentoring Association of Seattle Event at Seattle Children's Museum.
- Quarterly Affinity Group Lunches.
- Quarterly Diversity Round Table Discussions in Portland.
- Annual Summer Dinner for the Seattle and Bellevue Diverse Summer Associates to mingle and mix with the diverse attorneys of the Seattle and Bellevue offices.
- Seattle biannual Diversity Bagel and Espresso Bash, geared toward diverse attorneys, staff and anyone in the firm who is interested in the firm's diversity program.
- Annual Women's Summit, which coincides with the new associate retreat in the fall and gives new female associates time to meet more experienced women attorneys.
- Brown Bag Lunches presented by Mother Attorneys Mentoring Association of Seattle.
- African-American Dinner at Partner Phil Thompson's home that included summer associates and attorneys.
- Latina/o Hispanic Dinner at Senior Associate Alvaro Alvarez's home that included summer associates and attorneys.
- Women's Forum Summer Sushi event at Of Counsel Susan Betcher's home that included summer associates and attorneys.
- Asian-American/Pacific Islander Summer BBQ at Partner Chun Ng's home that included summer associates and attorneys.
- The Phoenix office is involved with the ASU Writing Internship, which gives a 2L the chance to be a summer clerk that primarily does writing projects for attorneys.
- The San Francisco and Menlo Park offices team together to do quarterly women's breakfasts.
- Annual Diverse Attorney Dinner put on by the San Francisco and Menlo Park offices.
- Diversity Panel Presentation, which took place on July 10, 2007, in the Seattle office and included in-house attorneys discussing professional development.
- Seattle associates attended the Future of the Law Institute mentoring program for diverse and economically disadvantaged high school students.
- The Portland women attorneys held a diversity training event. Guest speaker and former Perkins Coie attorney Karen Narasaki spoke about diversity and professional development to diverse attorneys at the Seattle office.
- Partner Susan Daley hosted a networking event for women attorneys in the Chicago office.
- Annual 1L Diversity Fellowship Reception at the University of Washington.
- End-of-Summer Diverse Summer Associate Dinner for summer associates and their mentors in our Portland office.
- The Denver office participated in the Rocky Mountain Legal Diversity Summit.
- 1L Diversity Fellowship Reception held in the Seattle office. The Phoenix office was a cosponsor of the Asian American Law Students Association panel discussion. Two attorneys from Perkins Coie Brown & Bain were presenters on the panel.

## SNAPSHOT OF 2008 EVENTS AND ACTIVITIES:

- Perkins Coie will host the Mother Attorneys Mentoring Association of Seattle Brown Bag Lunches in January and February 2008.
- Diversity Strategic Committee Retreat - Seattle, March 13-14, 2008. Attorneys from around the country will fly in and discuss strategic goals for the future.
- First ever GLBT Attorney Retreat.
- 2008 summer associate class will have the largest offering of 1L Diversity Fellowships positions.
- 2nd Annual Women's Retreat.
- 2nd Annual Lawyers of Color Retreat.
- Continuation of affinity group quarterly lunches in various offices.
- National Black Law Students Association National Convention Platinum Sponsor.
- Welcome Back 1L Diversity Fellowship Celebration being held in Chicago, January 10, 2008, at the W Hotel.
- Perkins Coie welcomes the National Asian Pacific American Bar Association 2008 Convention to Seattle as a host and sponsor.
- 2008 Annual Women's Summit.
- Sponsor at the 2008 Lavender Law Conference and Career Fair.
- Latino/a Bar Association of Washington (LBAW) Annual Dinner Sponsor January 25, 2008.
- MCCA Midwest Dinner Sponsor- Chicago, March 26, 2008.
- MCCA Mid Atlantic Dinner - Washington D.C., June 19, 2008.
- MCCA Western Dinner Sponsor- Los Angeles, May 14, 2008.
- National Bar Association Conference Sponsor - Houston, Texas, July 26 - August 2, 2008.
- Lavender Law Sponsor - San Francisco, September 4-5, 2008.
- Out & Equal Sponsor - Austin, TX, September 10-13, 2008.
- Human Rights Campaign Northwest Gala Dinner Sponsor - Seattle, September 20, 2008.