



# People, Perspectives and Press

A Diversity Committee Quarterly Publication | Spring 2009

## What Should You Do as a Young Lawyer?

*Bill Lee's Advice to Law Students at Two Recent Conferences*

By *Wendell Taylor and Jennifer Derleth*

As Bill recounts, when he was in law school, you could have held meetings of all the Asian Pacific American law students in a telephone booth. Now the number of aspiring Asian American law students has grown so much that they fill lecture halls. [Read More...](#)

## DC Road Show 2009

*Stronger Than Ever After More Than 40 Years*

By *Andrianna Dunbar*

WilmerHale attorneys hit the road to spread the word to African-American law students about private practice opportunities in Washington, DC. [Read More...](#)

## News and Highlights

### *Top 100 Law Firms for Diversity*

WilmerHale ranked 30th in *MultiCultural Law Magazine's* 2009 "Top 100 Law Firms for Diversity" and 3rd in the "Top 100 Law Firms for Women." [Read More...](#)

### *Boston Bar Association Activity*

This spring, **Donald Deng** received a Lawyers' Committee Civil Rights Recognition Award and **Jack Fabiano** accepted a position on the **Boston Bar Association's** Diversity & Inclusion Steering Committee. [Read More...](#) | [View Photos...](#)

### *Morgan Stanley Recognizes WilmerHale*

At a March reception in New York City, our client, Morgan Stanley, honored the firm for its diversity leadership in the legal industry. [Read More...](#)

### *Meet Our New Faces*

We are excited to welcome 29 diverse summer associates to our WilmerHale Community. Summer programs will begin in our Washington, DC office on May 18 and in our Boston, Los Angeles, New York and Palo Alto offices on May 26. In addition, please join us in welcoming two litigators who recently joined our Washington, DC office—senior associate, **Reginald McKnight** and associate, **June Shih**.

For more information, visit the [Diversity Committee](#) on WHweb.

## UPCOMING EVENTS

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### **May 4; New York, NY**

The New York office will participate in Lambda Legal's flagship event: their Liberty Awards National Dinner. The event takes place at Chelsea Piers in New York City from 6 to 11 p.m. Honorees include Jeffrey S. Kalinsky, founder of Jeffrey and the LGBT fundraiser Jeffrey Fashion Cares, and Martha E. Stark, commissioner of the New York City Department of Finance.

[Event Details...](#)

### **May 8; Boston, MA**

WilmerHale is a sponsor of the Massachusetts Gay & Lesbian Bar Association's 24th Annual Dinner at the Westin Copley Place in Boston from 5:30 to 7:30 p.m. This year's dinner honors Massachusetts State Representative Carl Sciortino, Servicemembers Legal Defense Network and Bennett Klein, Esq. of the Gay and Lesbian Advocates and Defenders. [Event Details...](#)

### **May 14; San Francisco, CA**

The Barristers Club Diversity Issues Committee will hold its Spring Happy Hour at SENS Restaurant in Embarcadero 4. Meet your fellow Barristers from BASF and other organizations, including members of the Minority Bar Coalition. [RSVP Online...](#)

### **May 22; Washington, DC**

WilmerHale is a proud sponsor of PASOS 2009, at American University, Washington College of Law from 7:00 to 9:00 p.m. We welcome and encourage you to attend a unique and intimate graduation ceremony held exclusively for our graduating Latino law students and their families. For additional information and to RSVP, please contact Brigida Benitez at 202-663-6678 or [brigida.benitez@wilmerhale.com](mailto:brigida.benitez@wilmerhale.com). [Event Details...](#)

### **June 5; San Francisco, CA**

Network and share best practices at workshops with prominent women leaders from all areas of California at the California Women Lawyer's Annual Affiliates and Members Conference at the Oceano Hotel and Spa in Half Moon Bay. [Registration Information...](#)

To find out more about a conference WilmerHale is attending, or if you have a particular interest in a conference, please contact the legal personnel manager in your office.

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# Feature Story

## What Should You Do as a Young Lawyer?

*Bill Lee's Advice to Law Students at Two Recent Conferences*

By *Wendell Taylor and Jennifer Derleth*

On January 8, 2009, Co-Managing partner Bill Lee spoke at the 8th Annual Mid-Atlantic Asian Pacific American Law Student Association Conference held at the University of Pennsylvania Law School. The conference, themed "A New Model for the Model Minority," focused on the reexamination of the Asian American identity in American legal jurisprudence. Bill's remarks, in part a perspective of the legal profession from the top, were designed to provide aspiring lawyers with a plan for success in a complex and challenging legal environment. As legal education provides an entree into many opportunities—associate at a law firm, member of an in-house legal department, public service lawyer or financial services industry position, amongst others—Bill provided the assembled group of law students and legal professionals with the 10 principles he believes serve as a bedrock for a successful career, regardless of where one's path leads. The suggestions, which ranged from Bill's encouragement to seek out mentors to his reminder to always "be organized, efficient and on time," were interspersed with real-life examples of how each principle has played an important part in his development as a lawyer.

One of the students attending Bill's presentation was Paul Vogelman. Paul is a second-year student in the University of Pennsylvania's joint JD/MBA program and will soon be one of our 2009 summer associates

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## **What Should You Do as a Young Lawyer?**

**Bill's advice:**

1. *Learn the craft of being a lawyer and work hard at learning it.*
2. *Focus relentlessly on quality and excellence; look for the right answer, not the one you think someone wants to hear*
3. *Treat everyone with respect and collegiality; be a team player and build relationships.*
4. *Seek out mentors and be mentored.*
5. *Use your judgment and common sense.*
6. *Take the initiative and go the extra mile; lawyering is not a spectator sport.*
7. *Ask questions and do not be afraid to do so.*
8. *Be organized, efficient and on time.*
9. *Mistakes happen; it is how you handle them that counts.*
10. *Always maintain and preserve your integrity as a professional and a person.*



## What Should You Do as a Young Lawyer? (continued from page 2)

*Bill Lee's Advice to Law Students at Two Recent Conferences*

By *Wendell Taylor and Jennifer Derleth*

in the Palo Alto office. As vice president of the Student Government and chair of various on-campus committees, Paul attends many conferences hosted on-campus. He noted that while this event “was an interaction with a big league, big law lawyer,” Bill’s “very practical advice and very candid line of thinking” was refreshing and set the panel apart from other conference events. As Bill Lee was the most seasoned lawyer on the panel and one of the first Asian-American lawyers to practice in the city of Boston, Paul noticed “how much admiration the three junior attorneys [at the conference] showed toward Bill” and looked to him to give the first answer to the students’ questions. He also noted that students seemed to take his advice to heart.

What Paul took to heart was Bill’s advice on mentoring—seek out mentors and be mentored. As Paul relayed, “there are two mistakes that Bill thinks a lot of [new] associates make. One is that a mentor will find you.” Bill expressed that it is as much your responsibility to seek out a mentor as it is the mentor’s responsibility to find you. You have to decide who you want to teach you, who you want to learn from, and then find ways to learn from them. The other mistake Bill conveyed that new associates make is that they think they only should have one mentor. “Bill said you should have many different mentors for many different aspects of your legal career.” As Bill states, “there is no one mentor for every person.”

For Bill, these mentors took the form of **Jim St. Clair**—the person for whom he worked the most and learned from by watching what he did and how he did it (as Bill relayed, Jim was one of the truly great trial lawyers and did much on instinct. And his instincts were invariably right); **Jerry Facher**—the other person Bill worked closely with, was someone who could explain everything to him, how to communicate, how to write, how to think in a way that no other lawyer he’d ever worked with has been able to. Bill’s third mentor, however, was not a partner. In fact it was someone with just a bit more experience under his belt, **Jim Quarles**. As Bill recalled, “Jim could sense that as the only Asian-American lawyer, and the only Cornell Law School graduate (there were nine from Harvard and one from Yale in his summer class) not just at the firm but in the entire city of Boston, I was very insecure and uncomfortable. Jim, the star of his class who had just returned from the Watergate staff, came to me and said, “Look, I know we’re not working together—we’re too close in age, but I’ll tell you what I’ll do. I’ll read everything you write for the first six months. You give it to me, I’ll read it, you turn it in afterwards.” For Bill, that made all the difference in his mental health for the first year and led to a lifelong friendship.

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## What Should You Do as a Young Lawyer? (continued from page 3)

*Bill Lee's Advice to Law Students at Two Recent Conferences*

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Another example Bill gave during the presentation that the students appreciated was on his advice to take the initiative and go the extra mile. Bill recalled a first-year associate, **Danielle Conley**, in DC who joined his trial team in a hotel in Santa Ana, California approximately four months after joining the firm. Bill said, "as you might imagine, as the newest member of the team, she got all of the grunt work tasks. So it came to the day of the closing. I closed first and then Qualcomm's lawyer gave a very good closing with one particularly effective argument. It went something like this: 'Mr. Lee's client has the burden of proving Proposition X. I want to show you all of the evidence that they have offered you on Proposition X. He walked up to the jury with a box in his hands, took off the top and it was empty.' Bill recalls thinking that this was quite effective and went with his team to prepare their rebuttal closing—we didn't have to prove Proposition X, we had to prove Proposition Y, and we had plenty of proof on Proposition Y. So as the team was busy outlining the rebuttal, Danielle, the first year, comes up and says, 'Why don't we get our own box and fill it with all the evidence on Proposition Y?' And that's what we did. Living proof that lawyering is not a spectator sport."

Bill ended his list with advice on the importance of how you handle mistakes and preserve your integrity. He communicated to the law students that mistakes will always happen. "I make multiple mistakes in a day. So I've developed this discipline of taking a long run every Saturday morning and thinking about the three most significant

mistakes I made during the week. I try to think through what I should have done differently and what I should do now. After having practiced for 33 years, I never have a problem filling up the three. There are always three mistakes for the week. So my advice is don't worry about making the mistakes. It's how you handle them that counts. And lastly, always preserve your integrity as a professional. That is what is most important."

During the question and answer session, Bill recalls one question in particular because it had to do with whether you could raise a family and succeed at the firm. "I remember this one because my niece who attends Johns Hopkins Medical School happened to be in the audience with her boyfriend, a first-year law student at Penn. I said, the honest answer is that it is harder than it was when I started 33 years ago, but you can do it. It requires recognition that you will not be the best at both, and it will require some compromises, but I felt pretty good about my compromises. I have a great marriage, three wonderful kids and a daughter-in-law. And then I said, but you know, if you really want to know if I'm telling the truth or not, my niece is sitting right over there and she can tell you!"

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# Feature Story

## What Should You Do as a Young Lawyer? (continued from page 4)

*Bill Lee's Advice to Law Students at Two Recent Conferences*

By *Wendell Taylor and Jennifer Derleth*

Following his talk at the University of Pennsylvania, Bill spoke at the 15th National Asian Pacific American Conference on Law and Policy held at the Kennedy School at Harvard University on February 27, 2009. The conference theme, "Our Moment," was inspired by the collective empowerment that the Asian Pacific American community felt during the 2008 Presidential campaign. The question motivating this conference was: "When is it our moment, the Asian Pacific American Community's, moment to act?" As in his speech at the University of Pennsylvania, Bill once again recounted the many experiences in his career and noted all of the changes he has seen over the years: changes in the legal profession; changes in the global business community; changes that removed barriers for the Asian American community; and the hope for change that brought all of the attendees together for the conference.

Bill left the attendees with four principles that would encourage the community to maximize its ability to recognize—and bring about—change. First, he stressed the importance of understanding the power of their education and training. "Education, when used appropriately, provides unlimited opportunities to achieve success and effect change not only for the Asian American community, but for the country, the judicial system, and for you." Second, as in his previous presentation, Bill highlighted the importance of mentoring. He noted that mentoring should always be viewed as a two-way street; you get out of it only as much as you put in. It is important to not only

be mentored, but also to be a mentor yourself. Third, Bill reminded his audience that the law is a noble profession and one in which there is tremendous power to effect fundamental change in the lives of many. This power to change, Bill stressed, was not only a job but a responsibility. Bill's fourth and final principle for effecting change was the understanding that the single most precious asset of a young lawyer is his or her reputation. A reputation for candor, honesty and integrity can take years to build, Bill remarked, and only a moment to lose.

In his final remarks at Harvard, Bill stated that he never thought he would live to see the day that a person of color—any color—would be President of the United States. And yet, he has, and both the President and First Lady are lawyers of color, from Harvard Law School, who are using the power of law to get this country back on track. During his speech at the University of Pennsylvania, Bill also commented on how far attorneys of color have come. He observed that the number of Asian American attorneys had grown from a number so small that the conference could have taken place in a telephone booth, to a full lecture hall, mostly of young aspiring Asian American law students.

Through these presentations, Bill himself has been an agent of change. His words have inspired not only the students at these presentations, but also his larger audience, to believe that there is no better moment than the present to become part of the change, and of the legacy that will be forged by the new generation.

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# Feature Story

## DC Road Show 2009

*Stronger Than Ever After More Than 40 Years*

By *Andrianna Dunbar*

During the last few months, attorneys from our Washington, DC office have traveled to nine different law schools with their colleagues from other large DC law firms as part of the “DC Road Show.” The Road Show began four decades ago as a way to introduce the private practice of law in DC to African-American law students who traditionally focused on New York City for their job searches. The goal of the program was to show that DC was a viable option for those students interested in corporate practice or other practices that are housed in large law firms. As originally designed, associates and partners would travel to law schools, or go “on the road,” across the country in order to discuss, among other things, what law firm practice in DC looks like, the benefits to practicing in DC as an African-American attorney, and general concerns about the interviewing process and getting and navigating a job.

More than 40 years later, the DC Road Show is still alive—in fact this year generated more interest among attorneys and students than in previous years. Although the focus of the Road Show has not changed much, DC has, and the Road Show has grown in response. Now, more than a dozen DC law firms participate. Never intended to be a recruiting tool for a single firm, the Road Show affords attorneys at these firms the opportunity to connect with law students and provide practical career guidance. “For a comparatively small cost,

there are tremendous benefits. We can develop relationships that matter immensely to the students and yield big benefits for the firm,” says **Tonya Robinson**, a partner in the Litigation Department, who coordinated the Georgetown Road Show. Tonya remembers attending a Road Show at Harvard when she was a law student and recalls that it helped her learn more about large law firm practice in DC.

First-year Litigation associate **April Williams** organized a Road Show event at her alma mater, Howard University School of Law. Despite April’s relative lack of seniority, she served as an effective resource for students. In fact, she felt that as a new associate, students were probably more willing to ask her questions that they would not have asked a more senior attorney. April used her former classmates and contacts in Howard Law School’s Office of Career Services to achieve, as of that time, the best attended Road Show, with more than 40 students.

Discussions during the Road Show included broad topics such as daily life as a big law firm attorney, and more specific topics like the choice of a practice group, how to select a mentor, recent firm diversity initiatives and the best approach to conducting job searches in the current economic climate. “No questions are off limits and there are

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## DC Road Show 2009 (continued from page 6)

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no stupid questions,” according to **Andre Owens**, a partner in the Securities Department, who led the Road Show at Yale this year. Andre also said that, “the conversations at the Road Shows are not unlike conversations you would expect from any forum of second-year law students on where they should practice law. They differ in the sense that they are really set up to be small gatherings and no one is pitching their firms. Instead we are giving students a chance to ask whatever is on their mind.”

Although a goal of the Road Show is to introduce African-American law students to private practice in Washington, DC, the Road Show also provides a forum where law students can obtain practical career advice from attorneys. As Tonya explains: “Frankly, many of the students ask questions that mirror the concerns of non-minorities, but the students who participate in the Road Show appreciate the opportunity to engage African-American attorneys directly. They know that no topic is out of bounds. They ask the hard questions and we commit to give honest and forthright answers. The issues may or may not relate directly to our perspective as *African-American* lawyers, but the students’ questions and our responses surely are informed, if only indirectly, by our shared experiences around race and culture. The Road Show is a forum for open dialogue, without fear of repercussions.”

In addition to Andre Owens, Tonya Robinson and April Williams, several other attorneys volunteered to represent the firm in this year’s DC Road Show, including: **Will Crossley** at the University of Michigan Law School; **Jasmine McGhee** at both Columbia Law School and Duke University School of Law—to ensure the firm had a presence at both schools; **Justin Fairfax** at Harvard Law School; **Arian June** at the University of Pennsylvania Law School; and **Tiffany Smith** at George Washington University Law School. We thank all of these attorneys for performing an important service for law students and the firm. As Tonya reiterates, the Road Show “exposes law students to DC law practice, persuades them that DC is a viable option and also lets the students meet real life attorneys.” No wonder it has lasted for four decades.

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# News and Highlights

## Top 100 Law Firms for Diversity

We have once again been included in *MultiCultural Law Magazine's* "Top 100 Law Firms for Diversity." This year, WilmerHale ranked 30th on *MultiCultural Law's* list—its prior lists named the top 100 firms in alphabetical order without any ranking. WilmerHale also ranked in the following specialized listings: 3rd in the "Top 100 Law Firms for Women;" 25th in the "Top 50 Law Firms for Partners;" 48th in the "Top 50 Law Firms for Associates;" and 21st in the "Top 25 Law Firms for African-Americans." *MultiCultural Law Magazine*, a leading media advocate for law professionals, publishes these rankings on an annual basis to celebrate proactive achievements of law firms that continue to make a positive difference in the drive for diversity and inclusion.

[Read More...](#)

## Active in the Boston Bar Association

On March 25, 2009 the Lawyers' Committee for Civil Rights Under Law of the Boston Bar Association (BBA) held its annual benefit reception entitled *The Road Ahead: Renewing Our Commitment to Racial Justice* Featuring Governor Deval Patrick. Our counsel **Donald Deng**, was one of six recipients of the Committee's Civil Rights Recognition Awards for his diversity efforts in the Boston legal community. We extend our congratulations to Donald for this recognition and are proud of his efforts.

[View Photos...](#)

We are also pleased to announce that **Jack Fabiano**, our Boston Office Diversity Committee co-chair, was recently asked to join the **Boston Bar Association's** Diversity & Inclusion Steering Committee. The Diversity & Inclusion Section provides oversight of activities and programs pursuant to the Boston Bar Association's Diversity Leadership Task Force recommendations and for other diversity initiatives of the BBA. The section works to address race, ethnicity, gender and GBLT issues through education and outreach programs. In addition to implementing the recommendations of the task force, the steering committee will explore other means to enhance diversity in the legal profession.

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# News and Highlights

## Morgan Stanley Recognizes WilmerHale

On March 4, 2009, WilmerHale was honored by Morgan Stanley for its commitment to diversity during a reception in New York.

“We were very pleased to receive this recognition from Morgan Stanley,” says **Yoon-Young Lee**, a securities partner in the Washington DC office who attended the event. “We were also impressed with the amount of care and effort the Morgan Stanley legal department put into reviewing and analyzing diversity information from their many outside law firms. It’s encouraging to see more clients recognizing the importance of diversity.”

Since 2003, Morgan Stanley has surveyed its primary outside counsel to get a sense of how its work is being staffed. To do that, Morgan Stanley issues surveys that inquire about each firm’s US-based diversity representation, diversity statistics on Morgan Stanley matters (hours and dollars billed), and responses to various questions, including how the firm measures the effectiveness of its diversity strategy.

Over the years, Morgan Stanley has recognized the efforts of Cleary Gottlieb Steen & Hamilton (2003), Shearman & Sterling (2004), and both Winston & Strawn and Greenberg Traurig (2005) as being leaders in the legal industry. For the first time, WilmerHale was recognized this year, along with Orrick, Herrington & Sutcliffe, which received the top honor, and New York-based Richards Kibbe & Orbe.

To accept the recognition, several WilmerHale attorneys attended the recent awards ceremony, including Lee, who co-chairs the firm’s Washington DC Diversity Committee with partner **Ronald Machen**, Washington regulatory partner **Reginald Brown**, New York securities partner **Bruce Newman** and New York securities associate **Erica Green**. The group collected a framed certificate which currently resides in securities partner and New York Diversity Committee Chair **Elizabeth K. Derbes**’s office until a more permanent home is found.

“It was quite an honor to be recognized for our diversity,” says Newman.

Morgan Stanley cited the firm’s standing as a top 10 family-friendly firm according to Yale Law Women, the firm’s commitment to the Women’s Leadership Initiative and WilmerHale’s score of 100% on the Corporate Equality Index, published by the Human Rights Campaign Foundation.

As for the raw totals, WilmerHale has 304 US-based partners, 45 of whom work on Morgan Stanley matters. Of those 45, 12 are women and five are minorities. Among associates, 26 do work for Morgan Stanley, 17 of whom are women and six are minorities.

“The firm is committed to being an open, welcoming and diverse community,” says Co-Managing Partner **Bill Lee**. “We are pleased and honored that one of our significant clients has recognized our efforts and progress.”

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