

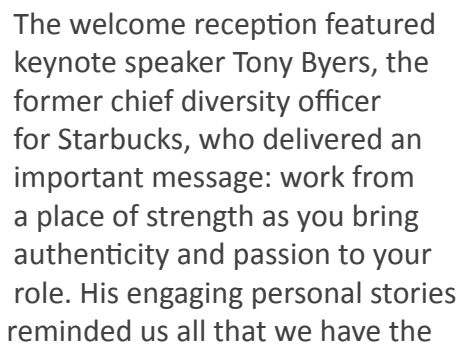


December 2019

**Ogletree
Deakins**

2019 Retreat for Diverse Attorneys

their colleagues and peers, helping to make the retreat an outstanding success.



The final panel of the retreat was titled, “Allies in Action: It’s Going to Take All of Us.” The panel explored the impact allyship has, and will continue to have, on the inclusion and empowerment of diverse attorneys. Moderated by Michelle P. Wimes (Chief Diversity and Professional Development Officer, Kansas City), the panel included an array of perspectives and stories from, Judge Stephen Bough (U.S. District Court, Western District of Missouri), Michael K. Clarkson (Shareholder, Boston), Elizabeth A. Falcone (Shareholder, Portland (OR)), and Kimya S. P. Johnson (Senior Counsel, Philadelphia). These real-life examples demonstrated the effect allies can have on those they support, and offered ideas for others on how allyship fits within roles we already play, such as coach, mentor, and sponsor.

Tony D. Byers, Ph.D. posing with Ogletree Deakins' attorneys in the photo booth.



Michelle P. Wimes (Chief Diversity and Professional Development Officer, Kansas City) and Rebecca Baumgartner (Diversity and Inclusion Manager, Kansas City) enjoying a signature mocktail



Caroline Tang (Shareholder, Austin) and Gregory C. Cheng (Shareholder, San Francisco)



(From left to right) Vanessa Russell (Director of Recruiting and Retention), Ryan King (Director of Communications), and Rebecca Baumgartner (Diversity and Inclusion Manager, Kansas City)



(From left to right) Claudia M. Tran (Associate, Kansas City), Walter M. Brown (Shareholder, Kansas City), Judge Stephen Bough (U.S. District Court, Western District of Missouri), and Traer E. Cundiff (e-Discovery Counsel, Kansas City)



Netag: What You See Is What You Get, #bettertogether



Tony D Byers, Ph.D., giving his keynote presentation



Tracie Ransom, Founder and Principal Consultant of Ransom Strategies Group LLC

Five Takeaways From the Business Development Panel By Tracie Ransom

For the first time, the Professional Development and Inclusion team hosted a business development session at the firm's annual Attorney Retreat, and based on the feedback, it was a resounding success. The session featured an all-star lineup of several of the firm's external PDI coaches—Jill

Dessalines, Ari Kaplan, Joan Newman, and Brianna Leung—along with James M. McGrew (Chief Client Services Officer, Atlanta). Here are five key takeaways from the session:

1. **There isn't just one way to make rain.** You can develop business in a way that is authentic to who you are and what you enjoy doing. It doesn't have to be "selling." One easy strategy for developing business is to spend time nurturing your relationships by planning client development activities around interests that you and your clients or prospects share. Cocktails, dinner, and a night out at the symphony, anyone?
2. **It's all about consistency.** So often we don't think we have the time for even one more task, but devoting just 5–10 minutes a day or an hour a week to business development and relationship-building can make a difference! The key is to prioritize it and be consistent. Doing so yields dividends over time.

3. **Know your clients' businesses.** No, really know them. When was the last time you asked for and reviewed your clients' strategic plans? Where are your clients headed? How can you help get them there—perhaps even in more ways than you historically have? These are questions to consider as you work to anticipate and meet client needs and exceed their expectations. In this way, you become more than their legal counsel, but also a trusted advisor and a strategic business partner.
4. **Stay abreast of emerging trends.** The practice of law is always evolving; so too is the business landscape. Do you know what's coming around the curve in your clients' industries? How is technology impacting their businesses? Considering how you can help your client prepare for and navigate the changes that lie ahead can provide you with a competitive advantage.
5. **Make the most of the firm's resources.** The firm offers many resources to help you with your business and practice development strategies. Take advantage of them. The Client Services team is ready, willing, and able to collaborate with you in your business development efforts.

For more information about coaching opportunities and programs, reach out to the PDI team. Happy rainmaking!

Welcome to Our New Attorneys!

Ogletree Deakins welcomed its newest attorneys with lunch, information sessions, and networking opportunities during the 2019 Attorney Retreat. Attorneys had the opportunity to learn more about the firm's professional development and diversity and inclusion resources during the "Success the ODWay" session, led by Michelle P. Wimes (Chief Diversity and Professional Development Officer,

Kansas City). This interactive session allowed new attorneys to work in small groups and network while delving into the culture and values of Ogletree Deakins. This session was a great start to the weekend for the new class of Ogletree Deakins attorneys!



Michelle P. Wimes (Chief Diversity and Professional Development Officer, Kansas City) presenting at the new attorney welcome



New attorneys networking during group discussion

Parenting While Lawyering Is an Extreme Sport



*Steven Reid – Steven Reid
(Associate, Denver)*

The session “Parenting While Lawyering Is an Extreme Sport - How Our Policies Can Help You Excel at Both” was an engaging addition to this year’s Attorney Retreat. Ogletree Deakins’ family leave policy and related supporting initiatives were discussed amongst panelists as they shared their

personal experiences and perspectives. Steven R. Reid (Associate, Denver) shared a positive message about his experience with the policies: “I took 16 weeks of paid

parental leave, returning about two months ago. I was hesitant to take leave initially, believing the policy is only intended for moms and not for the dads. I worried that people in my office would be upset with me taking leave. My experience was quite the opposite. Everyone was very supportive and great about it. As far as work goes, my experience getting back has been great. I have been able to jump back into my cases and after a few months now, it feels like I never left. I would encourage all attorneys to take parental leave.” For more information about Ogletree Deakins’ family leave policies, reach out to the human resources department.

2019 David E. Jones Diversity Champion Award

In 2018, the David E. Jones Diversity Champion Award was established by the Professional Development and Inclusion department to honor the late David Jones, who personified our core values and made everyone feel included, while being committed to diversity in the legal profession. Six attorneys were nominated by their peers and were reviewed by a selection committee consisting of board members and Business Resource Group leaders. At the Attorney Retreat Sam R. Fulkerson (Shareholder, Oklahoma City) and Danielle Ochs (Shareholder, San Francisco) were announced as co-winners of our inaugural award.

Ochs and Fulkerson were each presented with \$2,500 for a



Michelle P. Wimes (Chief Diversity and Professional Development Officer, Kansas City), Danielle Ochs (Shareholder, San Francisco), C. Matthew Keen (Managing Shareholder, Raleigh), Sam R. Fulkerson (Shareholder, Oklahoma City)

charitable organization of their choice. Och’s donation will be given as a scholarship via the Charles Houston Bar Association, and Fulkerson’s donation is slated for the

University of Oklahoma College of Law for a special project honoring Ada Lois Sipuel Fisher, an African American woman who led the fight to integrate schools in Oklahoma.

Ogletree Deakins Offices in Action

The Social Engineering Projects' Overnight Camping Conference



*Michael D. Thomas
(Of Counsel, Los Angeles)*

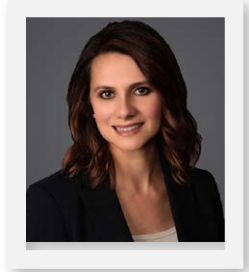
In early October, Michael D. Thomas (Of Counsel, Los Angeles) spent a weekend teaching mindfulness to a class of 70 underrepresented high school students of color at a YMCA camp. The students learned about health and wellness; careers in science, technology and math; and entrepreneurship.

What a fantastic way to promote diversity, encourage our youth, and advance the Ogletree Deakins brand!
[Click here for more information on the event.](#)

Diversity is Good Business in Oklahoma City

Ogletree Deakins attorneys in Oklahoma City made the news, promoting the benefits of diversity in business.
[Check out what they had to say!](#)

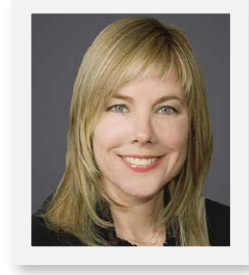
Charlotte Shareholder Makes *The Washington Post*



*Kelly S. Hughes
(Shareholder, Charlotte)*

Kelly S. Hughes, (Shareholder, Charlotte) was quoted in *The Washington Post* in an article discussing how employers are preparing to work effectively with gender non binary employees.
[Check it out!](#)

Chicago Spotlight: The Coalition of Women's Initiatives



*Anne E. Larson
(Shareholder, Chicago)*

The Coalition of Women's Initiatives in Law is a nonprofit membership association that serves the professional development and networking needs of women attorneys from law firms, government agencies, and other organizations in the Chicago, New York, and Washington, D.C., areas.

Anne E. Larson (Shareholder, Chicago) joined the organization in 2014 and currently serves as an executive board officer and co-chair of program. This summer, it featured Larson in its Chicago Member Spotlight. In the two-page interview, Larson discusses her career and her work with the coalition, and provides some sage advice to young women lawyers.
[Check out the full article here.](#)

Collaboration Promotes "HOPE" in Detroit

Michelle P. Wimes (Chief Diversity and Professional Development Officer), Tiaundra Foster (Associate, Indianapolis) and Brandon M. Shelton (Shareholder Charlotte/Indianapolis) teamed up with Meritor, Inc., to create care packages benefiting Focus: HOPE, a local community outreach organization uses intelligent and practical action to overcome racism, poverty, and injustice.



Ogletree Deakins teams with Meritor, Inc., to create care packages for Focus: HOPE.

Awards and Accolades

Making an Impact

- In October 2019, Ogletree Deakins received **Diversity & Flexibility Alliance's Tipping the Scale Award**. Fifty-one firms were recognized for having 50 percent or more women in their 2019 new partner class.
- In July 2019, Ogletree Deakins was recognized, for the third time, as one of the **Best Law Firms for Women** by *Working Mother* for best practices in recruiting, retaining, promoting, and developing women lawyers.
- In June 2019, Ogletree Deakins was recognized, for the fourth time, as a **WILEF (Women in Law Empowerment Forum) Gold Standard Firm** for leadership roles achieved by equity women partners.
- In June 2019, Ogletree Deakins was ranked on **Vault's 2020 Practice, Quality of Life, Diversity, and Summer Associate Program ranking lists**. Nearly 20,000 associates representing over 500 law firms participated in Vault's Annual Associate Survey. Ogletree Deakins received the following rankings:
 - **#3—Practice Area:** Best Law Firms for Labor & Employment Law - voted strongest in each practice area by associates working in that area at peer firms.
 - **#25—Quality of Life:** Best Law Firms for Racial Minorities
 - **#29—Summer Associate Program:** Best Summer Programs for Attorney Interactions



Best Law Firms for Women



Kimya S. P. Johnson
(Senior Counsel, Philadelphia)

On September 19, 2019, Ogletree Deakins was recognized at Working Mothers' Best Law Firms luncheon in

Chicago. Working Mother, a leading advocacy group for mothers across the nation, acknowledged 60 law firms proven that have implemented

practices to recruit and retain women lawyers, as well as invest in their career development and growth.

The firm has won this award for three consecutive years. Ogletree Deakins' success in this arena is largely due to the Ogletree Deakins Women's Initiative (ODWIN), which shines a spotlight on the firm's 420 female attorneys. ODWIN focuses on three areas: power with a focus on leadership, access to internal and external opportunities, and results

by means of professional fulfillment, creating impact on not only its staff, but the legal industry at large.

Additionally, Kimya S. P. Johnson (Senior Counsel, Philadelphia), participated in a panel discussion concerning the challenges that multicultural women face in Big Law, how to flip the "diversity penalty" into "diversity opportunity," how clients are affecting change, and some of the innovative ways law firms are moving the needle.



(From left to right) Andre B. Caldwell (Of Counsel, Oklahoma City), Lori F. Winland (Of Counsel, Oklahoma City), Sam R. Fulkerson (Shareholder, Oklahoma City), Telana McCullough, Ken Williams, Brandon D. Kemp (Associate, Oklahoma City), Collin N. McCarthy (Associate, Oklahoma City), Lauren C. Oldham (Associate, Oklahoma City), and Kim Tran (Of Counsel, Oklahoma City)

Ada Lois Sipuel Fisher Diversity Awards Dinner

On October 17, 2019, the Oklahoma Bar Association (OBA) hosted its annual Diversity Awards Dinner, aligned to the theme “An Emphasis on Inclusion: Why Diversity Should Not Stand Alone”.

Six individuals and organizations received the Ada Lois Sipuel Fisher Diversity Award in recognition of efforts in promoting diversity and inclusion in Oklahoma. One of the six recipients was the Ogletree Deakins Oklahoma City office!

According to the OBA, “Professional development opportunities abound at Ogletree Deakins and are integrated seamlessly with their approach to diversity—diversity of gender, learning style, race, background, thought, and more contribute to a vibrant and inclusive environment where attorneys can thrive professionally.” This is just one of the many reasons the OKC office is serving as a leader in diversity and inclusion.

[Click here](#) to find out more about Oklahoma City office's award, as well as read about the other recipients of the award



Leslie Helmer
(Shareholder, Los Angeles)

Executive of the Year Finalist

Leslie Hecht Helmer (Shareholder, Los Angeles) was honored as

one of the Los Angeles Business Journal's finalists for Executive of the Year at its 2019 Women's Council and Awards. This half-day event honored women in six categories, and featured inspiring and educational speakers and panels.

Leadership Council on Legal Diversity Award

Ogletree Deakins was recognized with the 2019 Compass Award at the Leadership Council on Legal Diversity's (LCLD) annual meeting in Washington, D.C., in September. This designation is reserved for the most active LCLD member corporations and law firms that personally attend the annual meeting, participate in the Fellows and Pathfinders programs, and participate in a minimum of one pipeline program (Mentoring and 1L Scholars).

Our current LCLD Pathfinder is Roshni (Chaudhari) Kapoor (Of Counsel, San Francisco) and our LCLD Fellow is Stephen J. Quezada (Associate, Houston).



Roshni (Chaudhari) Kapoor
(Of Counsel, San Francisco)



Stephen J. Quezada
(Associate, Houston)

Ogletree Deakins Represents

Central Exchange: Where Women Shape the Future

Downtown Kansas City is home to a powerful women's network, Central Exchange (CE). With a mission to connect women across generations, promote equality, ignite confidence, and cultivate women leaders, CE is uniting women with a message of inclusion and empowerment!

This year, Michelle P. Wimes (Chief Diversity and Professional Development Officer) joined CE and is helping to cultivate a culture of inclusivity as a mentor and thought leader.

Presenting on timely, impactful, and thought-provoking topics, Wimes uses her platform to influence our city's current and future leaders by creating opportunity for open dialog and mutual understanding. One participant who attended the session "Coming to the Table: Can Black and White Women Be True Friends?" stated, "The goal of these bold and brave dialogues is to help us dive into our curiosities, disrupt what has become social norms, and use the power of genuine and authentic conversations to create unity and understanding."

Wimes work at CE is definitely diversity in action!

Human Rights Campaign National Dinner by Natalie N. Turner (Shareholder, Atlanta)



*Natalie N. Turner
(Shareholder, Atlanta)*

Demonstrating a continued commitment to its LGBTQ+ attorneys and staff, Ogletree Deakins firm participated as a Gold Level sponsor at the 23rd Annual Human Rights Campaign National Dinner. Adam T. Pankratz (Shareholder, Seattle) and Natalie N. Turner (Shareholder, Atlanta), co-chairs of ODAlliance, attended

with client representatives and enjoyed a night focusing on the amazing work Human Rights Campaign has done on behalf of the LGBTQ+ community. Of particular importance for employment attorneys, Human Rights Campaign communicated a commitment to continuing to fight for laws making workplace discrimination illegal throughout the country.

Women, Influence, and Power in Law Conference



*Kerri S. Reisdorff
(Shareholder, Kansas City)*

The Women, Influence & Power in Law (WIPL) Conference is a premier platform where more than 600 prominent women in law network and develop relationships that will last throughout their careers. Led and facilitated almost exclusively by women, the 2019 WIPL conference included notable presenters such as Loretta Lynch, former United States attorney general; Lisa Blatt, partner

at Williams & Connolly; and Alison Levine, Women's Everest Expedition team captain and New York Times bestselling author.

Kerri S. Reisdorff (Shareholder, Kansas City), spoke on a panel titled "Debating Mandatory Arbitration Agreements," which discussed common requirements of arbitration agreements; the fairness, justice, and ethics of the arbitration process; and the benefits and drawback of mandatory arbitration.

Monique Gougisha Doucette (Shareholder, New Orleans) also attended.

National Bar Association's Labor and Employment Section

The National Bar Association's Labor and Employment Section's (NBALLES) Annual Conference took place October 25–26, 2019, in Miami, Florida, with a theme "Strategy. Information. Connection."

Fourteen Ogletree Deakins attorneys attended this event.

A few of the engaging and exciting topics presented were "Strategies for Handling Misconduct Allegations in the C-Suite", "Scrutinizing the NLRB During the Trump Administration", and "Challenges in Accommodating Employee Leaves of Absence".

Hispanic National Bar Association's Annual Convention

The Hispanic National Bar Association's (HNBA) 44th annual convention centered on the theme "Power of the Past, Force of the Future." Attendees, including Stephen J. Quezada (Associate, Houston) and Melissa A. Ortega (Associate, Chicago), had the opportunity to connect with hundreds of Hispanic attorneys, public officials, business leaders, and general counsels from numerous Fortune 100 companies, as well as judges and law students from around the country.

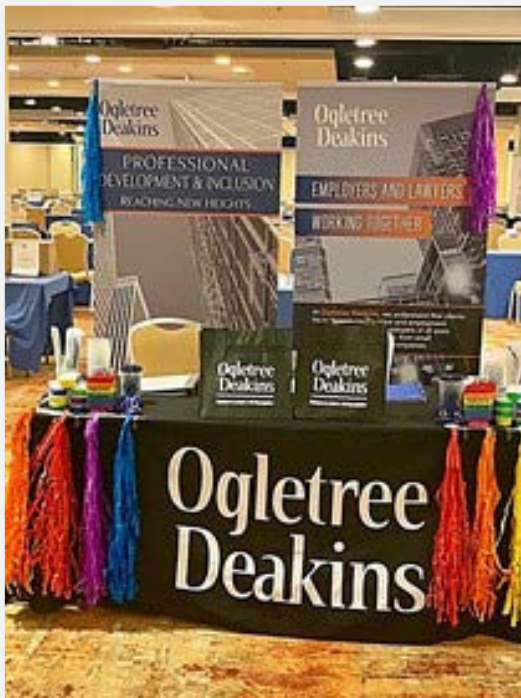
Nicole Harris (Senior Diversity and Inclusion Coordinator, Kansas City)

and Symone Martin (PDI Specialist, Kansas City) represented Ogletree Deakins at the exhibitor showcase,

where they shared information on Ogletree Deakins' diversity initiatives and distributed materials.



Ogletree Deakins attorneys and members of the PDI team networking with clients during a dinner at The Capital Grille



The Ogletree Deakins booth at the Lavender Law Career Fair

Lavender Law Conference & Career Fair by Whitney Dickey (Recruiting Manager, Indianapolis)



Whitney Dickey (Recruiting Manager, Indianapolis)

The Lavender Law Conference & Career Fair has served as a family reunion of sort for LGBTQ+ and ally legal professionals since 1988. This summer, the career fair took place in Philadelphia, the birthplace of the United States. The recruiting and retention department attended the career fair for the seventh year in a row. Over 20 talented students and attorneys stopped by the Ogletree Deakins booth as well as the ODAlliance-sponsored happy hour the night before to learn more about the firm's diversity and inclusion initiatives, and our practice areas, and to express their interest in embarking on a career at Ogletree Deakins. We were honored to be among the nearly 200 law firms that attended the career fair this summer, and we look forward to attending next year's event in D.C.

Ogletree Deakins

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