

The PDI Connection

July 2019

Ogletree Deakins

Another Outstanding Workplace Strategies Seminar



Ogletree Deakins' 2019 National Workplace Strategies seminar was a resounding success, with 800 attendees! During 16 early morning sessions, six keynote presentations, and over 35 breakout sessions, Ogletree Deakins attorneys and invited presenters covered topics such as how to handle high-profile

workplace accidents, changes in employment immigration, Generation Z, and the latest updates on marijuana and the workplace. This event was a perfect combination of the highest-quality content, opportunities for meaningful relationship building, and fun!

Each year, Ogletree Deakins presents the Homer Deakins Service Award to recognize a person or group of people who have dedicated themselves to helping and inspiring others. In 2019, this award was presented to Hailey Dawson and a group of faculty and students from the University of Nevada, Las Vegas (UNLV) Howard Hughes College of Engineering. The UNLV Hailey's Hand team designs and produces cost-effective robotic hands for children such as Hailey who was born with a rare birth defect called Poland syndrome and is missing most of the fingers on her right hand.



Kerri S. Reisdorff (Shareholder, Kansas City), Chair of Ogletree Deakins Women's Initiative (ODWIN), invites plenary session attendees to participate in the special presentation by Ripa Rashid on Driving Diversity: The Power of Culture Audits.

Ogletree Deakins' Professional Development and Inclusion department was represented at Workplace Strategies by Rebecca Baumgartner (Diversity and Inclusion Manager) and Laura Rogora (Senior Professional Development and Inclusion Manager).



Ogletree Deakins is looking forward to another great Workplace Strategies seminar in Austin in 2020.

Professional Development Initiatives

Advanced Legal Writing and Editing Workshop Is a Great Success for Seventh Consecutive Year

The Professional Development and Inclusion department hosted the annual Advanced Legal Writing and Editing Workshop at The Westin Galleria Dallas on May 15, 2019. This engaging, substantive training brought together over 80 Ogletree Deakins attorneys for a full-day seminar.



*Kristin Snyder Higgins
(Office Managing
Shareholder, Dallas)*

Kristin Snyder Higgins (Office Managing Shareholder, Dallas) welcomed the attorneys to Dallas with a reception on May 14, 2019. This reception allowed the attorneys to mingle and try the evening's signature drink, the Texas Sunset mocktini. In alignment with Ogletree Deakins' commitment to the American Bar Association's Well-Being Pledge,

the attorneys indulged in this flavorful nonalcoholic drink celebrating the workshop's location!



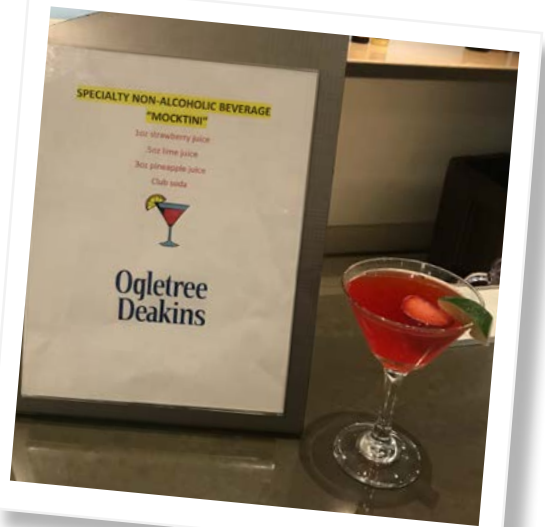
Engaged participants

Attorneys left the workshop energized and ready to use the tips and tricks they learned.

*Colleen Jones (Administrative Assistant, Kansas City) and
Amanda M. Weck (PDI Coordinator, Kansas City) prepare
to greet attendees at the welcome reception.*



Ogletree Deakins attorneys mingle during the workshop reception on May 14, 2019.



Ogletree Deakins attorneys enjoyed mocktinis during the Advanced Legal Writing and Editing Workshop reception.



Forums for Ongoing Professional Growth

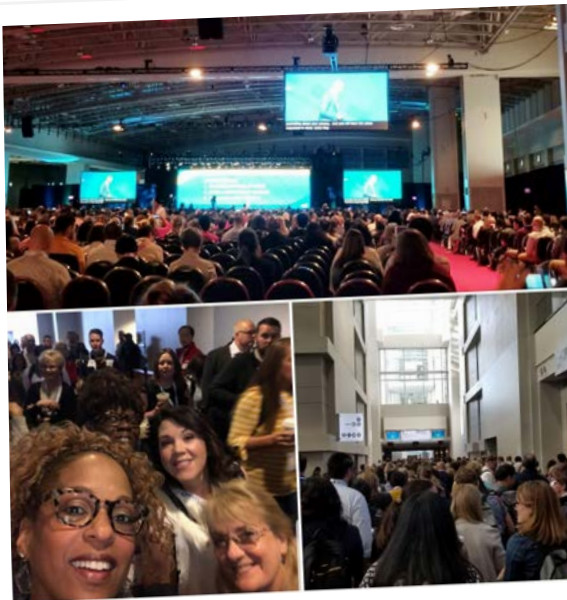
Developing the Developers!

What an inspiring opening session of the 2019 Association for Talent Development (ATD) International Conference & Exposition! Why are you really doing what you are doing? Are you acting to uplift others or out of ego? How can you serve others? With these and other thought-provoking questions, Oprah Winfrey set the tone for the whole conference, highlighting the importance of always knowing your true intention and of having the right leadership in place.



Talent development professionals, trainers, instructional designers, performance consultants, managers, directors, and chief officers came together from over 40 countries to gain knowledge and find the solutions they need to develop top talent. Over hundreds of breakout sessions, forums, and networking events, participants learned about the latest trends and explored innovative solutions for designing, delivering, and measuring the success of professional development programs across industries.

Michelle P. Wimes (Chief Diversity and Professional Development Officer), Laura Rogora (Senior Professional Development and Inclusion Manager), Rebecca Baumgartner (Diversity and Inclusion Manager), and Symone Martin (Professional Development and Inclusion Specialist) represented Ogletree Deakins at this world-class conference.



Members of the PDI team making their way to listen to the inspiring Seth Godin, thought leader, marketing master, and author.



Claudia Salazar (author of the chapter on South America in Destination Facilitation) and Laura Rogora (Senior Professional Development and Inclusion Manager) share stories of their native countries during a book signing at ATD.



Symone Martin (Professional Development and Inclusion Specialist) at ATD's Balloon Wall, a reminder to rise and uplift!



Rebecca Baumgartner (Diversity and Inclusion Manager) feeling inspired and uplifted after an insightful session and discussion with Ken Blanchard, best-selling author and leadership expert.

Pledge to Diversity and Inclusion: An Action Plan

Pledge to Diversity and Inclusion: An Action Plan – Part 2 2019



Ogletree Deakins is proud to have a tradition of professional development, diversity, and inclusion. We believe that by soliciting, valuing, and incorporating the myriad viewpoints of our firm population, we are stronger, more creative, and better able to serve our clients in accordance with the Client Pledge.

In our 53 offices across the United States, and in Mexico, Canada, and Europe, lawyers of diverse gender, age, race, ethnicity, national origin, gender identity, marital status, sexual orientation, and physical abilities have significant positions of responsibility. These positions include seats on the Board of Directors, the Compensation Committee, and in more than a dozen leadership roles as office managing shareholders and practice group leaders.

To further actualize our commitment to diversity and inclusion, we are pleased to say that we are now asking staff as well as attorneys to complete 5-10 action items on the Pledge to Diversity & Inclusion Action Plan (DAP). Part 2 in 2019. Grouped under the overarching category **Engaging and Championing Ogletree's Workforce**, there are activities ranging from reading and learning to mentoring and teaching—you choose according to what resonates with you.

In August 2016, the ABA passed Resolution 113, which urges corporations and law firms to expand and create opportunities for diverse attorneys. Along with Resolution 113, the ABA proposed a Model Diversity Survey, which is designed to solicit consistent responses and facilitate transparency in law firm diversity statistics. To aid in keeping this brave and innovative resolution front-of-mind, there are a few related "action items" included as well.

In January 2018, the first part of the three-part **Pledge to Diversity and Inclusion: An Action Plan**, or "the DAP" as it is commonly called, was introduced to the firm's attorneys via ODConnect, the firm's intranet. Part 2 of the DAP was rolled out in January

2019 and has subsequently been updated with staff-inclusive language and actions, as well as mindfulness-related items to support the firm's commitment to well-being and the American Bar Association's Well-Being Pledge. We will present Part 3 of the DAP in January 2020.

The DAP is a collection of recommendations, suggestions, and ideas that allows Ogletree Deakins attorneys and staff to express their commitment to diversity and inclusion. Each of the three parts of the DAP has an overarching

focus. Part 2 is dedicated to engage and champion Ogletree Deakins' workforce. There are a variety of options presented in Part 2 of the DAP, and everyone is encouraged to choose the items that most resonate with them.

After 2020, the DAP, in its entirety, will continue to be utilized as an organic reminder that there are small actions that we can each take to infuse the concepts of diversity and inclusion into our daily lives, our communities, and our workplaces.

The National Association for Law Placement (NALP) Annual Education Conference

On April 10, 2019, Michelle P. Wimes, Chief Diversity and Professional Development Officer, spoke at the NALP Annual Education Conference in San Diego with Ogletree Deakins Shareholder Leslie E. Wallis and University of Denver Sturm College of Law Professor Debra Austin. They presented "Key Strategies for Implementing Mindfulness Programs and Measuring Impact". They gave practical individual and organizational strategies for building wellness programs that incorporate mindfulness techniques while also helping to interrupt bias. Implementing wellness programs is a key component of the American Bar Association's (ABA) well-being campaign. Ogletree Deakins is proud to have made the commitment to the ABA's Well-Being Pledge and to provide support, resources, and policies to create a culture where individuals can thrive physically, emotionally, occupationally, socially, and spiritually.



(From left to right) Debra Austin (Professor, University of Denver Sturm College of Law); Leslie E. Wallis (Shareholder, Los Angeles); and Michelle P. Wimes (Chief Diversity and Professional Development Officer)

Ogletree Deakins' Summer Associate Program

By Vanessa Russell (Director of Recruiting & Retention)

In 2018, Ogletree Deakins welcomed our largest and most diverse summer associate program to date! We had 33 students in 17 of our offices around the country. About 58 percent of our program was female, and about 52 percent was diverse. We sent three 1L students to the 1L Leadership Council on Legal Diversity (LCLD) Scholars Summit in Philadelphia last year. The students were exposed to programming that introduced them to the value of relationships and building networks and were put on a path to leadership through law school and beyond. Our 1L scholars were extremely grateful that we sponsored their attendance, and they shared that the summit was informative and helpful. Lastly, the firm's biggest 2018 accomplishment of all was being ranked for the first time by *The Vault Guide to Summer Associate Interviewing & Top Ranked Programs* as fifth for attorney interactions!



(From left to right) Anika Hasan (Summer Associate, Indianapolis), Sarah M. Rain (Of Counsel, Indianapolis), Katie S. Bayt (Of Counsel, Indianapolis) and Jeffrey Parker (Law Clerk, Indianapolis) at Indianapolis Motor Speedway during Fast Friday, a client development event.



Toronto's 2018 summer associates, Christina Persad and Jordan Romano



Jenna Dysart, a summer associate in the New York City office



Carlos Bacio, a summer associate in the Orange County office, volunteering at Isaiah House

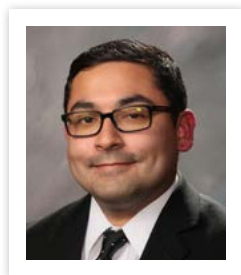
National Diversity and Inclusion Events and Initiatives

Leadership Council on Legal Diversity



The Leadership Council on Legal Diversity (LCLD) is made up of more than 300 corporate chief legal officers and law firm managing partners working to build a more open and diverse legal profession. The LCLD has

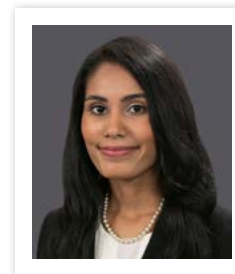
several action programs in place that are designed to attract, inspire, and nurture diverse legal talent.



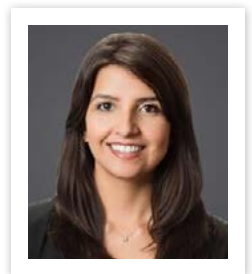
*2019 LCLD Fellow
Stephen J. Quezada
(Associate, Houston)*

One such program is LCLD Fellows, an ambitious, highly structured training program for diverse attorneys with 8 to 15 years of practice experience and demonstrated leadership potential. Additionally, this multifaceted program is designed to produce a generation of attorneys who are committed to fostering diversity within their individual institutions and the profession at large. Ogletree Deakins is proud to announce that Stephen J. Quezada (Associate, Houston) has been chosen as our 2019 LCLD Fellow.

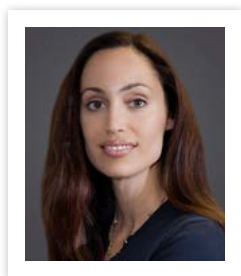
The LCLD Pathfinder Program is an outstanding program designed for diverse, high-potential, early-career (three to seven years of practice experience) attorneys. Jinkal Pujara (Associate, New York) and Roshni Kapoor (Associate, San Francisco) are Ogletree Deakins' selected Pathfinders for 2019. During this year long program, LCLD will provide Jinkal and Roshni with practical tools for enlarging and leveraging their internal professional networks, foundational leadership skills, and an understanding of career development strategies.



*2019 LCLD Pathfinder
Jinkal Pujara
(Associate, New York)*



*2019 LCLD Pathfinder
Roshni Kapoor
(Associate, San Francisco)*



*2019 LCLD Program Facilitator
Jacqueline R. Barrett
(Shareholder, Philadelphia)*

As an LCLD Fellow Alumni, Jacqueline R. Barrett (Shareholder, Philadelphia) has graciously agreed to serve as Jinkal and Roshni's "Program Facilitator". In this role, Jacky will be the internal point of contact and will ensure that Jinkal and Roshni's curriculum is relevant to the workplace at Ogletree Deakins.

ACC Foundation's Good Lawyers to Great Lawyers Retreat By M. Tae Phillips (Shareholder, Birmingham)

From April 15 to 17, 2019, Monique Gougisha Doucette (Shareholder, New Orleans), Ignacio (Iggy) J. Garcia (Shareholder, Tampa), and M. Tae Phillips (Shareholder, Birmingham) attended the ACC Foundation's Good Lawyers to Great Lawyers Retreat in Orlando. The event provided an opportunity to connect with high-level in-house attorneys in a relaxed atmosphere. Along with Jason Brown (General Counsel, GE Appliances) and Jessica Hew (Corporate Counsel, North American Title Insurance Company), Tae participated in a panel entitled "Effective Relationships Between GCs and Partners."



(From left to right) Ignacio (Iggy) J. Garcia (Shareholder, Tampa); Monique Gougisha Doucette (Shareholder, New Orleans); and M. Tae Phillips (Shareholder, Birmingham)

Out & Equal Executive Forum By Adam T. Pankratz (Shareholder, Seattle)

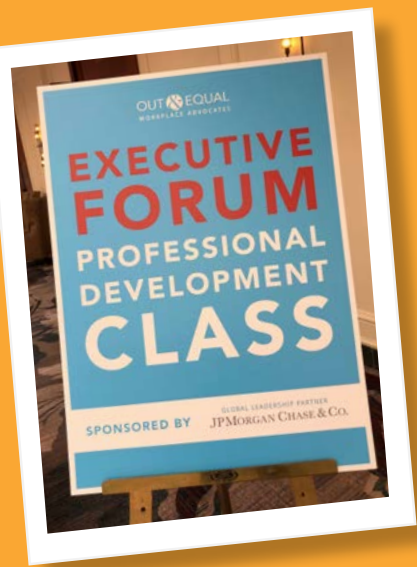
Each year, Out & Equal hosts a two-and-a-half-day Executive Forum with LGBTQ and ally senior executives and business leaders from member organizations to focus on professional development and LGBTQ workplace equality. Those attending included senior C-suite executives charged with management and budget decisions, leaders of diversity and inclusion programs, employee resource group leaders, and LGBTQ professionals early in their career paths to becoming leaders within their companies.

Adam T. Pankratz (Shareholder, Seattle) represented Ogletree Deakins at this year's Executive Forum in San Francisco from April 16 to 18, 2019. He attended the professional development seminars throughout the forum and participated in sessions designed to develop and exhibit one's brand and master negotiation skills while engaging in speed mentoring with senior executives; and taking a dive deep into design thinking.

The conference ended with the Momentum Gala Masquerade Ball, which was also attended by Sean M. Kramer (Associate, San Francisco) and his partner, Hank Weintraub, and Jason P. Brown (Associate, San Francisco) and his wife, Jen Brown.



(From left to right) Jason P. Brown (Associate, San Francisco); Adam T. Pankratz (Shareholder, Seattle); and Sean M. Kramer (Associate, San Francisco) attending Out & Equal's Momentum Gala Masquerade Ball



National Employment Law Council's 24th Annual Conference

By Lisa C. Hamasaki (Shareholder, San Francisco)

Ogletree Deakins attorneys from across the country traveled to San Diego in April to participate in the National Employment Law Council's (NELC) Annual Conference. In addition to being actively involved in the organization, which focuses on the promotion, development, and mentoring of labor and employment attorneys and human resources professionals of color, several Ogletree Deakins attorneys spoke on CLE panels including Danielle Ochs (Shareholder, San Francisco) ("Protecting the Brand: Communications Strategies for Employers") and Lisa C. Hamasaki (Shareholder, San Francisco) ("Cutting-Edge Strategies to Combat Sexual Harassment in the Workplace"). The firm also hosted a wonderful dinner for clients and friends and was a Silver Sponsor of the conference.



Scott A. Siegner (Associate, Richmond) and Lauren C. Oldham (Associate, Oklahoma City) attending NELC's kickoff reception



Lisa C. Hamasaki (Shareholder, San Francisco) with her co-presenter, Travis Sumter (Facebook)



(From left to right) Elizabeth M. Ebanks (Shareholder, Richmond); Ashley Ridgeway-Washington (CHRISTUS Health); and Stephanie Maxwell Ridore (Albertsons) at the conference dine-around at Born and Raised



Ogletree Deakins attorneys networking with clients during a client dinner at STK San Diego



Attorneys from the Richmond and San Francisco offices at the Ogletree Deakins-hosted dinner at NELC (from left to right): Scott A. Siegner (Associate, Richmond); Elizabeth M. Ebanks (Shareholder, Richmond); Kyle R. Elliott (Associate, Richmond); Lisa C. Hamasaki (Shareholder, San Francisco); Danielle Ochs (Shareholder, San Francisco); and Jimmy F. Robinson, Jr. (Shareholder, Richmond)

Awards and Accolades

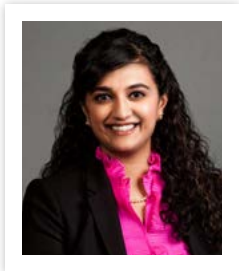


2019 D&I Leader

In April 2019, Ogletree Deakins was named one of Lawyers of Color's D&I Leaders. This designation is given to law firms with a black attorney percentage of 3.8 or more based on data collected in the *Black Student's Guide to Law Schools & Firms* the first-ever comprehensive listing of black attorney percentages at nearly 400 law firms, including the nation's largest firms.

2019 Corporate Equality Index

In March 2019, for the third year in a row, Ogletree Deakins earned a perfect score of 100 on the Human Rights Campaign's (HRC) Corporate Equality Index (CEI). The CEI is a benchmarking tool created by the HRC that focuses on corporate policies and practices that relate to LGBTQ employees.



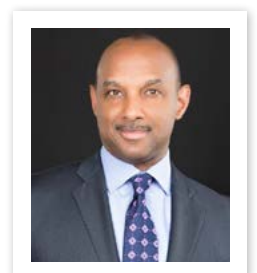
*Deepa N. Subramanian
(Shareholder, Atlanta)*

Deepa N. Subramanian

Congratulations to Deepa N. Subramanian (Shareholder, Atlanta), who was selected by the Georgia Chief Justice's Commission on Professionalism as a recipient of the 2019 Justice Robert Benham Award for Community Service. Deepa is one of 10 lawyers and judges in Georgia who have been recognized for their outstanding civic service and dedication to their communities through voluntary participation within and outside of the legal community. Deepa was honored at the 20th Annual Justice Robert Benham Awards for Community Service ceremony in Atlanta in March.

Paul Lancaster Adams

Congratulations to Paul Lancaster Adams (Shareholder, Philadelphia), who was named to Lawyers of Color's Inaugural Nation's Best list presented by Major, Lindsay, and Africa with the support of Diverse Partners Network. The Nation's Best list recognizes law firm partners and senior-level corporate counsel who have achieved prominence and distinction in their fields and demonstrated a strong commitment to advancing diversity and inclusion in the legal profession.



*Paul Lancaster Adams
(Shareholder, Philadelphia)*