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DIVERSITY AND WOMEN'S INITIATIVES

Dear Employees, Clients, Alumni and Friends of Kramer Levin,

We hope you enjoy this edition of **Mosaics**, which details our recent diversity efforts. Over the past several months, attorneys and staff have enthusiastically supported numerous organizations and activities that promote diversity and service to the community.



Highlights include intriguing diversity discussions and training sessions, and a women's networking event for our attorneys and women alumnae at the firm. The Firm has also hosted discussions honoring National Hispanic-Latino & National American Indian Heritage Months.

The firm is motivated by our belief that a more inclusive workforce and engagement in our community makes us better lawyers and more effective advocates for our clients.

We hope you enjoy this issue. As always, we are proud of our efforts and look forward to working with you on continued initiatives and events.

Christopher Auguste
Partner, Corporate Department



Christopher S. Auguste Honored with New York State Bar Association's Diversity Trailblazer Award

Kramer Levin Corporate partner and Diversity Committee Chair **Christopher S. Auguste** was awarded the 2016 Diversity Trailblazer Award at the New York State Bar Association's annual meeting January 25 in New York City. The award recognizes Mr. Auguste's exceptional efforts to promote the full and equal participation of diverse people at all levels of the legal profession.

Mr. Auguste's New York community service includes hosting a Kramer Levin speaker series on minority issues; sponsoring students of color at Fordham University; providing guidance to second- and third-year associates through the firm's mentoring program; and tutoring and counseling low-income and minority eighth- and ninth-grade students at Wadleigh Secondary School in Harlem. Mr. Auguste has devoted Saturday mornings for the past 30 years to helping Wadleigh students through the Wadleigh Scholars Program. He is both the president and an alumnus of the program. He also serves on the board of YouthBridge-NY and Goddard Riverside Community Center.

Mr. Auguste was profiled in the January/February 2016 issue of NYSBA's *State Bar News*.



Christopher S. Auguste

Kramer Levin's Women's Alumni Event

On December 3, Kramer Levin hosted an alumni event for the firm's women alumnae. This event was organized by the firm's **Women's initiative Committee** to create opportunities and connections for women inside and outside the firm. The event featured a CLE discussion by **Dr. Arin Reeves**, a leading advisor in the fields of leadership and inclusion and former practicing attorney, who shared her latest research on the importance of strong female connections. After the discussion, Kramer Levin women attorneys from the past and present enjoyed cocktails and conversation.



Dr. Arin Reeves



Diversity Committee-Sponsored Events

The Diversity Committee continues to focus on initiatives and programs that foster awareness and an environment of inclusion. Some of the firm's recent programs are noted below.

- On July 20th, the Diversity Committee hosted a discussion with **Megan Smolenyak**, author of "Hey, America, Your Roots Are Showing." Ms. Smolenyak, a noted "history detective," has been featured on *Good Morning America*, the *Today Show*, *The Early Show*, *CNN*, *PBS* and *NPR*. Ms. Smolenyak shared her stories of tracing immigrants through Ellis Island and how familial roots can be traced. Formerly Chief Family Historian for Ancestry.com, she also founded Unclaimed Persons, a volunteer group that assists medical examiners.
- The Diversity Committee hosted a discussion with **Dr. Sheen Levine** on September 21st. Dr. Levine shared his research, as explained in his article *Ethnic Diversity Deflates Price Bubbles*, and provided insights on the benefits of a diverse working group. Trained at Wharton, Dr. Levine studies how people behave and how they impact other people, organizations and markets. His research has been conducted in collaboration with entrepreneurs as well as members of Bain and Company, Blackrock, Deloitte, and KPMG. The findings have been cited by scholars in business, sociology, psychology, economics, law and computer science. In 2015, New York City changed how it selects managers for its \$160 billion pension funds, citing research by Dr. Levine and associates.
- As part of the Firm's commitment to educate our lawyers and staff on the importance of respecting inclusion and diversity, Kramer Levin hosted diversity training sessions on October 30th. The sessions were led by **Jerry Kang**, Professor of Law and UCLA's inaugural Vice Chancellor for Equity, Diversity and Inclusion. Professor Kang's discussion, titled, "Thinking Differently: Understanding Implicit Bias," explored the topic of unconscious biases, which are attitudes and stereotypes that we are unaware of but that still affect our behavior.

Firm's Diversity Speaker Series

Throughout the year, the firm hosts programs aimed to promote awareness on diversity-related topics. Through the Diversity Speaker Series, the firm hosts discussions around cultural heritage months.

- On September 28th, the firm hosted NYU Law Professor **Sylvia A. Law** for a discussion titled, "Legal Issues at the Dawn of a New Relation between Cuba and the United States." Professor Law recently traveled to Cuba with several NYU law students to survey Cuba's economic policies, educational and health care systems, and human rights record, as well as U.S. foreign policy toward Cuba and its resulting effects on Cuban civil society. This discussion was in honor of National Hispanic-Latino Heritage Month.
- On November 19th, in honor of National American Indian Heritage Month, the firm hosted NYU Professor **Karl Jacoby**. Professor Jacoby, a specialist in environmental, borderlands and Native American history, led a discussion titled, "Beyond the Ecological Indian: Native Americans and National Parks."



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Women's Initiative Committee-Sponsored Events

Kramer Levin's **Women's Initiative Committee** provides a collaborative environment that promotes the success of the firm's female lawyers. Over the past several months, the committee continued its tradition of sponsoring programs to encourage our women attorneys' professional development.

The Committee continued its business lunch program for women attorneys of the firm. This program schedules small-group lunches with successful women in the legal and business community and gives participants an opportunity to expand their network and discuss issues of importance to women. The impressive women who graciously offered their time are noted below.

- On August 13th, **Katherine Kriegman** hosted a lunch. Ms. Kriegman is Newsroom Counsel at Bloomberg L.P.
- In August 2015, the Women's Initiative launched the firm's first **Women's Circle**. The group, defined as a small network of women across seniority and practice areas who together provide peer support to each other, was charged with mentoring, career guidance, business development and fostering community amongst its members.
- On October 7th, **Melissa Prober** hosted a lunch. Ms. Prober is Associate General Counsel of the Clinton Foundation and is also a Kramer Levin alumna.
- On November 17th, **Laurie Harrison**, VP, General Counsel and Secretary of Shutterstock, hosted a lunch.

Training for Women Attorneys

- In partnership with the **Harvard Women's Alumni Association** and the **U.S. District Court for the Southern District of New York**, on November 4th the firm hosted a lunch discussion on the training process for the SDNY's mediation program. The goal was to provide information on the program and encourage women and minority attorneys to become pro bono mediators.
- On December 3rd, the Women's Initiative hosted **Dr. Arin Reeves** for a discussion for all women attorneys titled, "Women Leaders: Strategies for Collective Success." During her presentation, Dr. Reeves discussed practical tips on business development, self-promotion and self-reassurance and how women can tailor the way they communicate, work and lead. Dr. Reeves is a preeminent researcher, author and advisor who writes and speaks regularly on issues concerning women in leadership and other aspects of women's equality, empowerment and success.

The women of Kramer Levin cordially invite you
to a dynamic evening of cocktails and conversation

**Women Leaders:
Strategies for Collective Success**

*Featuring best-selling author Dr. Arin Reeves, this event is
exclusively for our Kramer Levin women attorneys and alumnae.*


Date: Thursday, December 3, 2015

Time: 5:45 - 6:15 p.m. Registration
6:15 - 7:15 p.m. CLE presentation by Dr. Reeves
7:15 - 8:00 p.m. Cocktails & Hors D'oeuvres

Venue: Kramer Levin Naftalis & Frankel LLP
1177 Avenue of the Americas
New York, NY 10036
(between 45th & 46th Streets)

RSVP **By November 20**
[Click here to register](#)

This program is eligible for 1 NY CLE skills credit and is
appropriate for both newly admitted and experienced attorneys.
For more information, please contact Jane Silecchia at
212.715.7605 or jsilecchia@kramerlevin.com.



About Arin N. Reeves, J.D., Ph.D.:
Dr. Reeves is a preeminent researcher, author and advisor who writes and speaks regularly on issues concerning women in leadership and other aspects of women's equality, empowerment and success. She is the author of the best-selling book *The Next IQ: The Next Generation of Intelligence for 21st Century Leaders* and has been featured by the National Association of Women Lawyers (NAWL), the National Conference of Women's Bar Associations and many other distinguished organizations. With this event, *Women Leaders: Strategies for Collective Success*, the women of Kramer Levin invite you to reunite and reminisce with current and former colleagues, and celebrate our shared commitment to the success of women.

KRAMER LEVIN
KRAMER LEVIN NAFTALIS & FRANKEL LLP

Affinity Group-Sponsored Events

The firm has several Affinity Groups to support our attorneys. In addition to providing opportunities for networking and relation building, the groups play a key role in recruiting, workplace inclusion, business development, peer networking and community involvement.

The **Working Parents Affinity Group** was created to address the issues these attorneys face through ongoing group dialogue, internal networking opportunities and outside events. The four programs noted below were offered in the past few months.

- On July 1st, the group hosted **Dana Rosenbloom** for a discussion on parenting multiple children. Dana has a master’s degree in infant and parent development and early intervention.
- On September 16th, the firm hosted an informal lunch for parents who had children or had returned from maternity leave during 2015.
- On October 19th, the firm hosted a webinar on infant and toddler sleep. **Janeen Hayward**, founder of Swellbeing, led the discussion. Janeen provided tips to help parents navigate the difficult terrain of sleep and young children.
- On November 19th, the firm hosted a webinar featuring **Amy McCready**, *TODAY Show* Parenting Expert and author, titled “The “Me, Me, Me” Epidemic.”

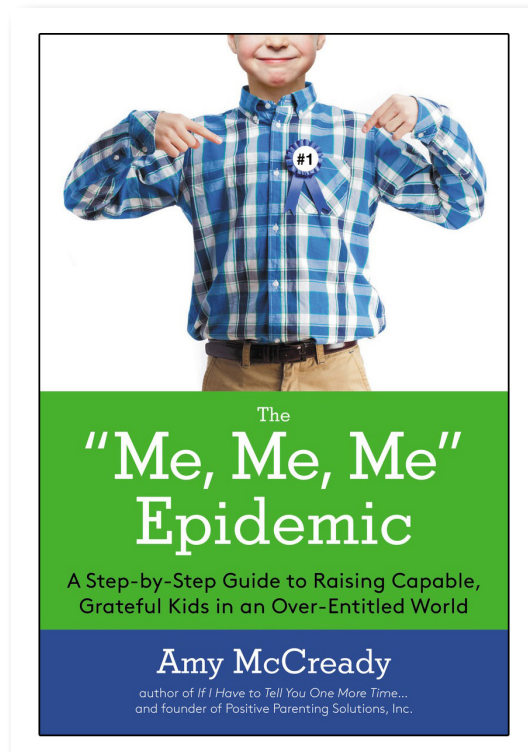


Kramer Levin’s Affinity Groups

play a key role in recruiting, workplace inclusion, business development, peer networking and community involvement.

Kramer Levin has three affinity groups:

**Attorneys of Color,
LGBT Attorneys and
Working Parents.**



Office Happenings—Support for Outside Organizations and Groups

The firm sponsored a table at the **NAWL Annual Awards** luncheon on July 16th in New York City. Honorees included **Jonathan Feigelson**, General Counsel and Head of Corporate Governance, TIAA-CREF; **Virginia S. Mueller**; **Kelly Clark**, Allstate Insurance Company; **Joy Fuhr**, McGuireWoods LLP; **Sheila Murphy**, MetLife, Inc.; **Mary Jo White**, Chair, U.S. Securities and Exchange Commission; and **JoAnne Epps**, Dean, Temple Law School.

- On July 20th, the firm was a sponsor for the **Asian American Law Fund** of New York and the **Asian American Bar Association** of New York's annual summer reception. Several of the firm's attorneys were in attendance.
- On July 29th, the firm sponsored a lunch for interns of **YouthBridge-NY**, a nonprofit leadership development organization that is devoted to improving the atmosphere of respect and diversity in New York City. Several of the firm's attorneys met with the high school students to share insights on the life of an attorney and their personal stories of success and diversity.
- On August 12th, the firm was a sponsor for **NYU Law School's LaLSA Annual Diversity Reception** at Havana Central in Times Square.
- On November 12th, the firm was a sponsor at the **Harlem RBI Diamond Ball** held at Lucky Strike.



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