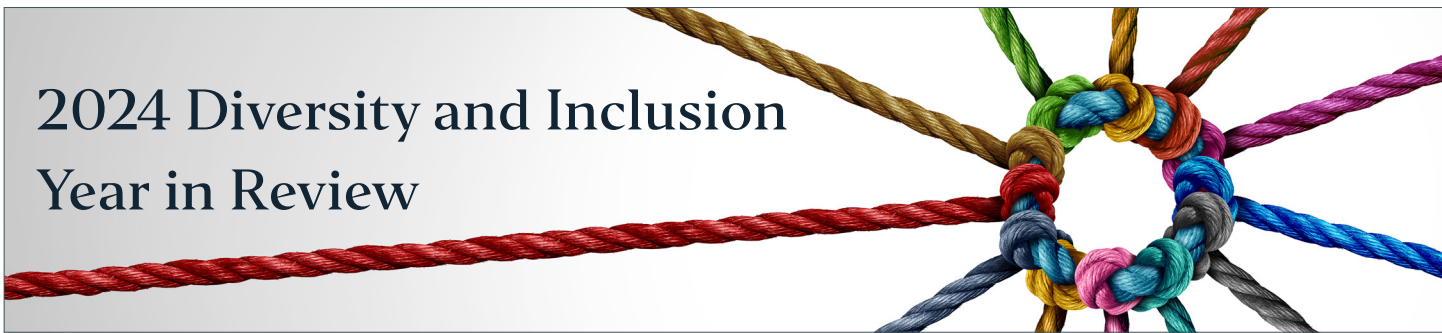


2024 Diversity and Inclusion Year in Review



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A Message From Our Chief Diversity and Inclusion Officer (CDIO)



As 2024 draws to a close, I reflect on a year marked by global transformation, emerging possibilities and steadfast commitment. Amid a rapidly evolving world and the anticipation of joining a global firm, we remain anchored by the values that define Kramer Levin: clients, colleagues, community and collaboration. These principles have guided us through challenges and successes alike and will continue to be our compass as we embrace the opportunities ahead.

This year has brought its share of challenges, including global unrest, climate crises and divisive societal shifts. Yet I am inspired by how our firm has responded — with resilience, creativity and an unshakable focus on fostering a welcoming and inclusive workplace. We remain steadfast in our commitment to sustaining an environment where everyone feels valued, supported and empowered to thrive.

Our work in 2024 reflects this dedication. Highlights include impactful heritage celebrations, professional development workshops and initiatives such as our two-part “Mental Health Essentials for Leaders” program and our Veterans Day panel, which underscore the importance of well-being and advocacy across all dimensions of diversity. We continued to create pathways for future leaders through offerings such as our Racial Justice Initiative (RJI) Scholars program, our 2L Diversity Fellowship and our participation in Diversity Lab’s Hackathon program — all aimed at ensuring that the rising generation of legal professionals reflects and champions the



values of diversity, equity and inclusion (DEI). We were also honored to receive the 2024 Legal Benchmarking Group’s Social Impact Award for Disability Advocacy Program of the Year, a recognition of our efforts to create a more accessible and equitable workplace.

As we hope to embark on our next chapter as part of a global firm in 2025, the ability to communicate and collaborate across differences will take on renewed importance. Our annual DEI dialogue, focused on effective communication across generational differences, highlighted the critical role of understanding and empathy in fostering meaningful connections — skills that will be even more essential as we join a global team. In this expanded landscape, where our colleagues and clients will represent an even broader range of perspectives, cultures and experiences, our commitment to DEI will remain both a guiding principle and a competitive advantage. Together, we will cultivate an inclusive culture that enriches our workplace and strengthens our ability to serve our clients with excellence and creativity.

I want to express my deepest gratitude to the entire firm — your dedication to advancing DEI is the foundation of our success, and your leadership will be instrumental as we move forward. In particular, I want to recognize the leaders of our Diversity and Inclusion (D&I) umbrella groups — our affinity and resource groups, Women’s Circles, Diversity Committee and Women’s Initiative Committee — along with all who have contributed their time, talent and ideas to this vital work.

As we look ahead to 2025, let us carry forward the values that have brought us to this moment. Together, we can build a future that embraces the power of diversity, sustains an inclusive workplace and harnesses the potential of our shared humanity. Let’s continue this important work, knowing that our collective efforts will shape a better and more equitable future.

Onward,

Nada M. Llewellyn
Chief Diversity and Inclusion Officer

We're So Proud Of ...

Gilbert Liu

Securitization and Structured Finance chair **Gilbert Liu** was named a **2024 MCCA Rainmaker** by the **Minority Corporate Counsel Association**. The award recognized Gil for his exceptional business acumen and client development skills.



Jeffrey Trachtman

Litigation partner **Jeffrey Trachtman** was named to **City & State New York's 2024 Above and Beyond: Pride** list, which recognizes LGBTQ+ leaders fighting for equality across New York. Jeff was noted for his role in New York and national marriage equality litigation and other landmark LGBTQ+ rights cases.



Jonaki Singh

Litigation associate **Jonaki Singh** was named the 2024 recipient of the **Franklin H. Williams Judicial Commission's Outstanding Young Leaders Award**. This annual award recognizes the standout contributions of young lawyers to the advancement of diversity in the legal profession. Jonaki was noted for her active pro bono work providing for vulnerable and disadvantaged individuals.



Jennifer L. Gilbert

In November, special counsel **Jennifer L. Gilbert** was honored with a **2024 Minority Bar Coalition Unity Award**. Jennifer was nominated on behalf of the Chinese American Lawyers of the Bay Area for being exemplary in promoting the cause of diversity in the legal profession in the San Francisco Bay Area community.

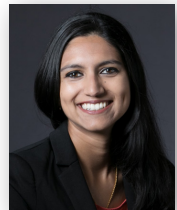


Our LCLD Pathfinders and National Association of Women Lawyers (NAWL) Leadership Program Participants

Litigation associate **Danielle Moody** was selected to participate in the **LCLD Pathfinders program**. The program seeks to connect high-potential, early-career lawyers with foundational leadership skills and relationship-building resources during a seven-month professional development program.



"I have really appreciated the rare opportunity to network with law firm associates and in-house counsel from around the country," Danielle said. "The workshops, trainings and other events we attend together are great opportunities for me to think about my career and goals outside the day-to-day work that I do. I hope to maintain career-long relationships with the people I have met, or reconnected with, through LCLD. I would highly recommend the Pathfinders program to anyone who is given the opportunity."



The **NAWL** invited Litigation associate **Jonaki Singh** and Corporate associate **Renee Yao** to join its **2024 Leadership Program**, a virtual seven-week intensive cohort that seeks to strengthen participants' leadership skills and build their professional networks.



Our Disability Program

Our Employees with Disabilities Affinity Group received the award for Disability Advocacy Program of the Year at the **2024 Legal Benchmarking Group's Social Impact Awards**. This annual award recognizes those law firms that champion inclusion within the workplace and industry, helping create a legal profession that reflects the diversity of the society it serves. Among other achievements of the program this year, we adopted the Diversity Lab Disability Commitments (see Page 9). The awards were presented on June 20 at the Metropolitan Club in New York City.



Legal Benchmarking Group shortlisted Kramer Levin as a Champion of Change for Anti-Discrimination: Disability Policy of the Year, which recognizes legal professionals for their work in antidiscrimination and disability policy.



Our Operations Team

The **Top Firms** committee at **Yale Law Women+** honored our Operations team with an honorable mention recognition in the Compensation category and overall winning recognition in the Culture category for 2024.

The mission of Yale Law Women+ is to support the advancement of women, gender minorities and other underrepresented groups in the legal profession. The full **2024 Top Firms Report** is available on the Yale Law Women+ website.



Racial Justice Initiative (RJI) Scholars

In keeping with our commitment to DEI, Kramer Levin welcomed its third class of RJI Scholars, chosen from 1L law students at select New York City law schools. The program was organized this year by the Diversity and Inclusion team and Director, Professional Development and Pro Bono **Jamie Porco**. During their time with us, the scholars had the opportunity to meet with Litigation associates **Jonaki Singh** and **Danielle Moody**, as well as Legal Recruiting Specialist **Erica Huttunen** and Legal Recruiting Manager **Sam Lia**.



One of our scholars was **Mariama Campbell**, who is in the Fordham Law class of 2026. When entering the RJI Scholars program, **Mariama** told Kramer Levin that she hoped to "gain insights from attorneys who dedicate their time to advocating for communities they care about" and "contribute to a program that provides a safe space for law students to discuss racial justice issues and meet other law students." Looking back, she feels she definitely achieved both.

As an RJI Scholar, **Mariama** got involved with our pro bono clinic for noncitizens from Guinea. She provided French translations in applications for affirmative relief. "I was already interested in immigration," she said, "but through the opportunity to participate in the pro bono clinic, I was able to imagine myself in a corporate space where I could still give back to the community."

With two other RJI Scholars from Fordham Law, **Mariama**

worked on a project for the Southern Poverty Law Center. The team created a comprehensive report on how the overturning of affirmative action cases would affect the federal funding allocated to minority-owned small businesses. "**Jonaki Singh** supervised us, and I really respected her advice and patience with us and letting us take lead on the entire project," **Mariama** recalled. "She was very appreciative and gave us credit when she sent the report to the Southern Poverty Law Center."

Mariama's time at Kramer Levin was valuable in ways beyond the work she did. "From the first meeting, the team made sure we had an environment where we could be vulnerable," **Mariama** noted. Kramer Levin lawyers met with the group to talk about the experience of minority lawyers. She reflected, "That was one of my favorite aspects of the program — it was the first time I was among attorneys who were ready to be vulnerable and share their stories, and I didn't have to inquire about it or be vulnerable first."

Mariama credits the people at the firm for making her experience so special. "The entire DEI team was absolutely amazing," she said. "**Nada Llewellyn** truly embodied the heart of the program, showing genuine care to ensure each of us had a positive and enriching experience. **Mathew Pucciarelli** and **Jamie Porco** were also exceptional. What made this experience remarkable was how each of these attorneys treated us as equals, giving us the space to challenge ideas and fully engage in meaningful discussions."

Meet Our 2024 Scholars



Lulu Alryati
Fordham University
School of Law – 2026



Nagnouma Camara
St. John's University
School of Law – 2026



Mariama Campbell
Fordham University
School of Law – 2026



Charlene Canning
New York University
School of Law – 2026



Trystan Edwards
Benjamin N. Cardozo
School of Law – 2026



Priya Prasad
New York University
School of Law – 2026



Aluk Fontaine Richardson
Benjamin N. Cardozo
School of Law – 2026



Sneha Sajan
Maurice A. Deane
School of Law at Hofstra
University – 2026



Sanjana Singh
New York University
School of Law – 2026



Chloé Quinn Sotomayor
Benjamin N. Cardozo
School of Law – 2026



Jalen Wright
Fordham University
School of Law – 2026



Yanghe Zhou
Brooklyn Law
School – 2026

Mansfield Recertification



Kramer Levin is deeply committed to fostering an inclusive culture and embracing a diverse workforce. As a demonstration of this commitment, we are proud to announce our continued participation in Diversity Lab's **Mansfield Certification** process for the 2024 – 2025 cycle. Through a structured, collaborative process, Mansfield is designed to ensure all law firm talent has a fair and equal opportunity to advance into leadership positions.

2L Diversity Fellowship

Kramer Levin's 2024 Diversity Fellows are **Jessica Shub** and **Justin Ellison**, and Irania Marin is the recipient from this year's summer class. The \$50,000 fellowship is awarded to students joining our 2L summer program who demonstrate a commitment to promoting DEI in their community or school, possess exceptional undergraduate and law school performance, are highly motivated with proven leadership ability, and have a long-term interest in practicing law at Kramer Levin.



Professional and Business Development Opportunities

South Asian Bar Association of New York's (SABANY) Pitch Academy

In February, Corporate associate **Nicole Chong** and Intellectual Property associate **Pooja Parekh** attended **SABANY's** first-ever Pitch Academy. The Pitch Academy included a panel of top in-house counsel discussing how to land a business pitch and how to successfully follow through, an interactive session led by an executive career coach, and a networking reception.

"I participated in the Pitch Academy to meet other general counsels who are South Asian and to learn about how they got to their positions," Pooja said. "It was very helpful to hear them speak about how important it is to maintain connections. Naturally, the diligent law firm associate who kept in touch will be first in mind when it comes to whom they will reach out to."



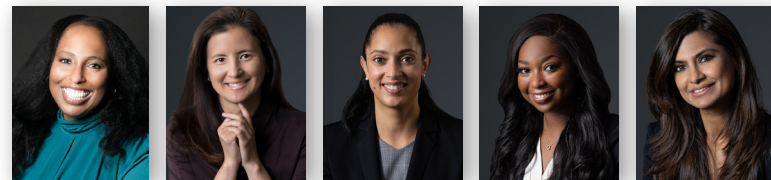
Mansfield Client Forum

In March, Corporate partner **Arlene Ortiz-Leytte** participated in a **Mansfield Client Forum**. The forum brings together newly promoted partners from Mansfield-certified law firms and in-house counsel teams for a day of robust learning and relationship building. In 2024, 600-plus partners and in-house counsel attended to share insights, develop connections and foster new business relationships — all while advancing DEI in the legal profession.



Corporate Counsel Women of Color (CCWC) Career Strategies Conference

In October, CDIO **Nada Llewellyn**, Intellectual Property partner **Lisa Kobialka** and Intellectual Property associates **Violaine Brunet**, **Jaqueline Momah** and **Shreya Ramchandani** attended the **CCWC** Career Strategies Conference in Las Vegas.



Diversity Lab Moments to Movements Hackathon



In July, Litigation partner **Jennifer Windom** participated in **Diversity Lab's 2024 Moments to Movements Hackathon**, where 100-plus law firm partners, legal department leaders and industry experts teamed up to pitch solutions to some of the most challenging DEI issues facing the legal industry.

Jennifer and her team proposed a mentorship program called **4-All**, in which a partner is joined by an associate and paired with senior and junior in-house counsel as part of a yearlong mentoring program. Together, the lawyers explore legal practice challenges, advance career trajectory and business development opportunities, and embark on succession planning.

"I enjoyed collaborating with clients and other legal professionals in developing the 4-All pilot program," said Jennifer. "I learned a lot from my participation in this year's hackathon and look forward to seeing the ideas developed there put into practice in the legal field." The list of judges, teams, slides with details on each idea and photos from the pitch event can be found on the **Diversity Lab website**.



Chart Your Own Course (CYOC) 5th Annual Junior Associates Academy



In November, Litigation associate **David Alexander** attended CYOC's 5th Annual Junior Associates academy in Arlington, Virginia. The Academy is a highly interactive learning experience consisting of presentations, workshops and small-group activities designed to engage and connect associates who desire to build career velocity at the earliest stages of their law firm experience.



Workshops, Panels and Sessions

Annual Firmwide DEI Program: "Communicating Effectively Across Generational Differences"



Sessions of this year's mandatory diversity and inclusion dialogue took place in October and early November in both in-person and virtual formats. The program was facilitated by **Arin Reeves, Ph.D.**, president and principal of **Nextions**. Dr. Reeves, who has collaborated with the firm on several key initiatives over the years, presented a highly interactive program titled "Communicating Effectively Across Generational Differences."

The program sought to educate attendees about the "generation gap" in workplace communications, which has never been as intense or as prevalent as it is today. To close the gap by communicating effectively across generational differences, Dr. Reeves suggested the following:

- Do not attempt to "resolve" generational differences; rather, try to understand and even leverage them.
- Shift from "relational perceptions" to "learner perceptions." Reduce generational biases by being curious and asking questions instead of fusing perceptions of past and present. Listen to different generational perspectives to understand, not agree or disagree.
- Have conversations with three people from three generations different from yours in the workplace. Ask them what success, work ethic, financial freedom and family mean to them and notice how their answers are similar to or different from yours.

Additional tips for leveraging generational differences are available from the **Diversity & Flexibility Alliance**.

DEI Business Development Series

In February, the Diversity and Inclusion and Business Development/Marketing teams kicked off a three-part series for members of our diversity and inclusion umbrella groups, focused on lawyer business development.

The first session was titled “Understanding Your Value Proposition” and centered on the struggle to identify our unique value to clients. The workshop asked participants to think about what differentiates them and their team, and how that impacts their colleagues and clients.

The second session took place in May and was called “Understanding the Value of Marketing.” The workshop acknowledged that marketing can feel uncomfortable and is easy to overlook when you are focused on your busy practice. The program discussed the role of marketing in our business strategy:

- Which clients need your services
- Understanding their challenges
- Best positioning yourself to serve them
- Offering customized support for mutual success

The final session, “Building Trust in Relationships/Becoming a Trusted Advisor,” was held in September and explored the role of trust in business relationships and discussed ways to engender trust with others.

The sessions were led by **Rudhir Krishtel**, CEO of **Krishtel LLC**. Prior to becoming a speaker and executive coach, Rudhir practiced law for 15 years as a federal clerk, as a patent litigation partner at an AmLaw100 firm and then as senior patent counsel at Apple.



Attorneys of Color Affinity Group Professional Development Series

The Attorneys of Color Affinity Group launched a three-part professional development series featuring conversations with Kramer Levin lawyers. The panelists shared their diverse experiences and career trajectories, and provided tips to develop skills, increase good work habits and foster a positive work environment.

The first session took place in April with a program titled “How To Be a Successful Junior Associate: Early Career Practical Tips and Guidance.” The conversation was moderated by Litigation associate **David Alexander** and featured associates **Sumaya Restagno** (Employee Benefits), **Eva Tanna** (Corporate) and **Rachael Fassler** (Employment Law), as well as Chief Legal Talent Officer **Lauren Tapper**.



The second panel, “How To Be a Successful Mid-Level Associate: Practical Tips and Guidance,” took place in June. Business Immigration partner **Rohit Biswas** spoke with senior associates **Cristina Martinez** (Intellectual Property), **Irene Weintraub** (Litigation) and **Renee Yao** (Corporate); partners **Amy Caton** (Bankruptcy and Restructuring) and **Michael Martinez** (Litigation) and Chief Legal Talent Officer **Lauren Tapper**.



A third session featuring Kramer Levin partners will take place in 2025.

“Understanding Menopause” and “Understanding Andropause” Series

In February, the Diversity and Inclusion team hosted a two-part series covering two under-discussed topics — menopause and andropause (“male menopause”) — which are physiological changes that women and men, respectively, face during their prime work years.

The first session featured **Makeba Williams, M.D., F.A.C.O.G., M.S.C.P.**, an OB-GYN with special expertise in menopause and associated health concerns, in conversation with Intellectual Property partner **Lisa Kobialka**.



This second session featured **Joe Vu, M.D.**, an endocrinologist with extensive experience working with men moving through the aging process. Dr. Vu explored andropause-related health changes as well as strategies for personal and corporate success during this transition.

“Building Interfaith Bridges”: A Conversation with Moe Razvi

In April, the Diversity and Inclusion team hosted a discussion about holding conversations and forming relationships across differences. Corporate partner **Chris Auguste** interviewed



Moe Razvi, CEO of the **Council of Peoples Organization**, a New York City-based nonprofit organization that helps low-income immigrant families, particularly South Asians and Muslims, reach their full potential.



“Mental Health Essentials for Leaders” With Jessie Spressart

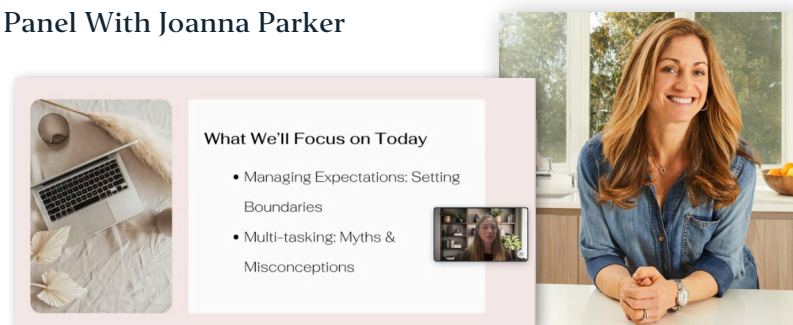
In August, the Diversity and Inclusion team hosted “Mental Health Essentials for Leaders,” a two-part intensive program designed to equip leaders with practical techniques to support colleagues experiencing mental health challenges. The program was facilitated by **Jessie Spressart**, managing director of **Optia Consulting**. Jessie has nearly 20 years of experience in talent management and law firm professional development, with a focus on mental health and well-being in the workplace.



The goal of the workshop was to help enhance self-awareness and foster a culture of care within our firm. Participants learned practical techniques for supporting individuals who may be experiencing mental health or well-being challenges, including how to quickly identify and handle these situations and get more comfortable having potentially uncomfortable conversations.

“Growth in Your Career, Harmony in Your Life” Panel With Joanna Parker

On March 27, in collaboration with our Women’s Initiative Committee and Working Parents Affinity Group, Kramer Levin’s Diversity and Inclusion team welcomed executive coach **Joanna Parker** to the firm for a virtual presentation titled “Growth in Your Career, Harmony in Your Life.” During the session, Joanna provided tools for effectively striking a balance between work and home life, with an emphasis on preventing burnout.



External DEI Efforts

Asylum Application Legal Clinic With New York Legal Assistance Group (NYLAG)

In February, our Pro Bono Committee and Racial Justice Initiative teamed up with **NYLAG** for a pro bono clinic to assist refugees from Guinea with filing asylum applications. The clinic offered a wonderful opportunity for collaboration among lawyers, staff, translators and the firm's **RJI Scholars**.



Diversity in Law & Leadership Panel

On April 10, as part of CenterForce USA's **Driving Diversity in Law & Leadership Summit**, litigation partner **Kerri Ann Law** moderated a panel discussion titled "**The Diversity Dividend: Strategies for Making a Stronger Case for the ROI of Diversity.**"



NAMI Workplace Mental Health Collaborative

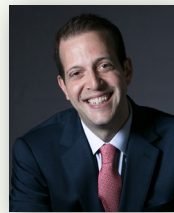


The firm participated in **NAMI-NYC's Workplace Mental Health Collaborative**, a program that connects and supports employers taking action to promote employee mental health. The collaborative utilizes the recently released **U.S. Surgeon General's Framework for Workplace Mental Health and Well-Being**, which has elevated the importance of workplace mental health to a national imperative.

The collaborative brings together corporate leaders to learn best practices, cross-pollinate ideas and implement tactical solutions related to fostering employee mental health. The initiative also offers the "Beyond Burnout" program, a five-part training series focused on teaching employees a skill-based model of resilience.

Co-managing partner **Howard Spilko** remarked, "Kramer Levin is proud to join the NAMI-NYC Mental Health Collaborative. Our participation in this dynamic group is the culmination of 20-plus years of support and engagement by Kramer Levin with NAMI-NYC and its mission. We look forward to partnering with other members on creating workplaces that prioritize mental well-being and the inclusion of all members of our community."

Legal Outreach Internship Program



This summer, Kramer Levin — led by litigation associate **Seth Schinfeld** — welcomed summer interns from **Legal Outreach** for the 20th consecutive year. Eight rising high school sophomores participated in the program, learning about our practice areas, participating in skill-building exercises and working on a major litigation project that culminated in a mock oral argument.

Legal Outreach prepares urban youth from underserved communities in New York City to compete at high academic levels. Working with kids in grades eight through 12, the organization offers intensive legal and educational programs as tools for fostering vision, developing skills, enhancing confidence and facilitating the pursuit of higher education.

This internship would not have been possible without the efforts of our exceptional volunteer group, including a number of dedicated lawyers, summer associates and SEO interns.



Diversity Lab Partnership



Kramer Levin is proud to be one of many firms partnering with **Diversity Lab** to continue building a culture of inclusion for people with disabilities. Recognizing that disability inclusivity is sometimes overlooked or overshadowed in broad diversity efforts, the Diversity Lab Disability Inclusion Advisory Group created the **Disability Inclusion Commitments**, a list of 10 actions law firms and legal departments can take to address this gap. As part of our partnership, Kramer Levin has committed to pursuing one or more of these actions.

1. Establish a disability employee resource group.
2. Conduct an annual survey for lawyers and business professionals to identify as having a disability.
3. Create opportunities for everyone in the firm to discuss their ideas and perspectives on inclusive actions and language related to disabilities.
4. Remove physical barriers for employees, clients and other constituents to perform their jobs.
5. Remove digital barriers.
6. Ensure firm and client events don't exclude colleagues with disabilities.
7. Infuse the culture with inclusivity for people with disabilities and reward individuals who do the work.
8. Increase opportunities to hire disabled people.
9. Start a disability mentorship program.
10. Add disability inclusion to the board's and/or management committee's agenda.

Equal Justice Works Fellowship

Kramer Levin is a proud sponsor of one of this year's **Equal Justice Works** Fellows, **Alexandra Ogunsanya**.

Alexandra is a recent New York Law School graduate focusing on civil rights, civil liberties and criminal justice reform. "Becoming an Equal Justice Works Fellow at The Legal Aid Society has given me the opportunity to begin my career advancing and protecting the rights of Black and Latinx people in New York by addressing juror disenfranchisement in our criminal justice system," Alexandra shared. Juror disenfranchisement stems from many systemic inequities such as felony

exclusion laws and economic hardship and has a disproportionate impact on Black, brown and low-income New Yorkers, depriving them of the ability to fully participate in the jury process. "Thus far, my fellowship has provided me with the opportunity to begin to develop litigation strategy, support legislative advocacy and begin development of a community education program."



NYC Bar Thurgood Marshall Summer Law Internship Program



From April through August, the firm participated in the **NYC Bar Thurgood Marshall Summer Law Internship Program**, which places diverse New York City public high school students with legal employers for the summer. This annual program is part of the **New York City Bar Association's** continuing efforts to enhance the diversity of the legal profession.

1L Success in Law School Mentoring Program

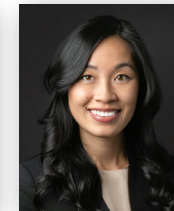
Ask any successful lawyer: Nothing propels a legal career like having a great mentor.



LEADERSHIP COUNCIL ON LEGAL DIVERSITY

The **Leadership Council on Legal Diversity (LCLD)**'s mentor program matches talented 1L law students from diverse backgrounds with top legal professionals who actively invest their time, experiences and resources into their mentees' development.

This year, we're pleased to share that Corporate partner **Yasho Lahiri**, Corporate associate **Linda Chen**, Litigation associate **Dayna Chikamoto** and Real Estate associate **Jackie Ryu** have registered as mentors with the program.



“Creating a Pathway to Equity: Challenges and Opportunities” Panel at Urban Land Institute (ULI) New York Conference

Inequity continues to plague the real estate industry. Despite recent initiatives, access to capital remains the biggest challenge for women and Black, Indigenous, and people of color developers. ULI New York hosted a conference on June 11, “Creating the Roadmap: Access to Capital.” Kramer Levin Real Estate counsel **Nicole Fenton** moderated a panel titled “Creating a Pathway to Equity: Challenges and Opportunities.”

Nicole was joined by **Baaba Halm**, vice president and market leader, Enterprise Community Partners; **Karim Hutson**, president and chief executive officer, Genesis Cos; **Ermias Nessibu**, principal, GCM Grosvenor; and **Michael Zito**, managing director, Belay Investment Group.



(Left to right): Baaba Halm, Michael Zito, Ermias Nessibu and Karim Hutson with moderator Nicole Fenton.

Fordham Law’s DEI Networking Event



Once again, Kramer Levin was delighted to join dozens of firms and organizations participating in Fordham Law’s DEI networking event on Wednesday, Nov. 13. The Kramer Levin delegation — comprising Corporate partner **Christopher Auguste**, Real Estate associate and Fordham Law graduate **Andrew Vazquez**, Legal Recruiting Specialist Erica Huttunen and Associate

Director of Diversity and Inclusion Matthew Pucciarelli — met with Fordham Law students and staff, offering their perspectives on the firm’s welcoming culture and varied practice areas, unique programs such as our RJI Scholars program offering for 1Ls, and the firm’s commitment to recruiting and developing a diverse workforce.



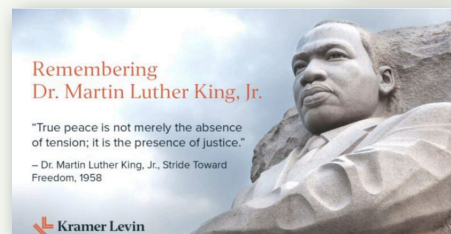
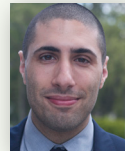
Celebrations and Observances

MLK Day

On Jan. 25, to commemorate Martin Luther King Jr. Day, the Diversity and Inclusion team hosted a session titled “Empathy in Action: How to Be an Effective Ally in a Diverse Workplace and World.”

Azeemah Kola, J.D., Ph.D., of Flourish provided deep insights into identity, implicit bias and effective allyship, along with tools for supporting colleagues of all backgrounds to create a more equitable and inclusive workplace. The program also included guidance from meditation expert **Jon Krop, J.D.**

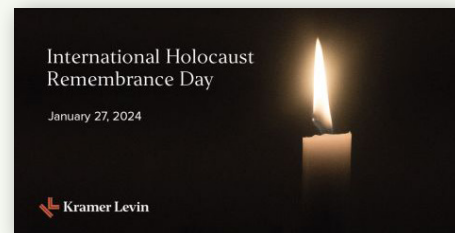
We also honored the memory and legacy of Martin Luther King Jr. on our social media accounts.



Holocaust Remembrance Day

In observance of Holocaust Remembrance Day, Kramer Levin hosted a discussion with Holocaust survivor **Manny Korman**. Mr. Korman was born in 1931 in Hamburg, Germany. When Hitler came to power just two years later, his family was forced out of Germany, and they were soon spread across the world, with Manny and his brother saved by the Kindertransport. This event was made possible in part by the Lawyers Division of the **UJA-Federation of New York**, with which Kramer Levin has a long-standing partnership.

We also linked our social media accounts to information about events presented by the United Nations that pay tribute to the victims and survivors of the Holocaust.



Black History Month

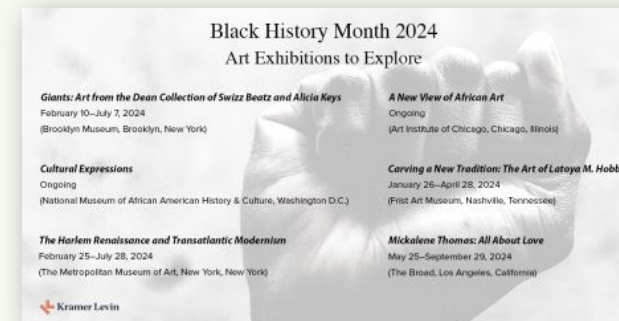


As part of our observation of Black History Month, Kramer Levin’s Diversity and Inclusion team hosted a session titled “Honoring Our History: The Legacy of the Civil Rights Act of 1964.” Chief Diversity and Inclusion Officer **Nada Llewellyn** welcomed **Damon Hewitt**, president and executive director of the **Lawyers’ Committee for Civil Rights Under Law**, who explored the impact of this critical legislation on the 60th anniversary of its passage.



The firm also co-sponsored a virtual Legal Health Check Workshop in partnership with **TrustLaw**, the Thomson Reuters Foundation’s global pro bono legal program. Together, we provided a pro bono “health check” for nongovernmental organizations and social enterprises whose missions focus on racial justice and/or empowering women and girls of color in and around New York City. At the clinic, lawyers consulted with the organizations on areas such as tax, intellectual property, corporate and privacy issues. In addition, our social media accounts highlighted the theme of “African Americans and the

Arts.” We presented a list of museums across the country that spotlight African American arts and culture, encouraged people to visit African American historic sites and landmarks, and recommended movies and documentaries that explore the Black experience.



Segregation...not only harms one physically but injures one spiritually...It scars the soul...It is a system which forever stares the segregated in the face, saying, “You are less than...” “You are not equal to...”

Martin Luther King Jr.

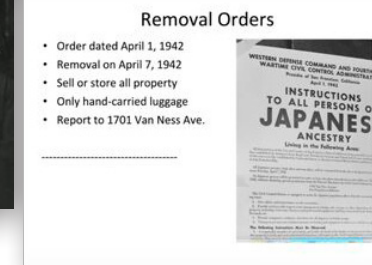
Lunar New Year

We celebrated the Lunar New Year with a festive announcement on our social media accounts.



Asian American, Native Hawaiian and Pacific Islander Heritage Month (AANHPI)

In commemoration of AANHPI Heritage Month, Kramer Levin had the honor of welcoming **Sam Mihara** to speak about his time in the Heart Mountain internment camp during WWII. Mr. Mihara was confined to this camp from ages 9 to 12 — beginning shortly after Japan attacked Pearl Harbor — and is the only survivor who tours nationally and internationally to speak about this dark period in our history.



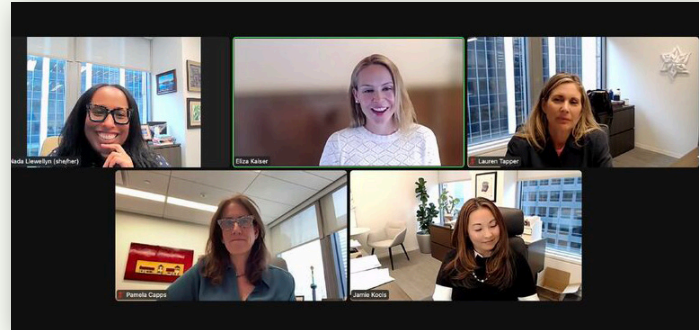
National Women's History Month

In honor of the Women's History Month theme "Women Who Advocate for Equity, Diversity and Inclusion," the Women's Initiative Committee and the Diversity and Inclusion team hosted a discussion, moderated by CDIO **Nada Llewellyn**, with Kramer Levin women who have consistently engaged in DEI work.

The panel comprised Tax partner **Pamela Capps**, Employment Law partner **Eliza Kaiser**, Corporate partner **Jamie Kocis** and Chief Legal Talent Officer **Lauren Tapper**. The women explored the importance of having female role models, redefining the norm and consistently advocating for oneself.

We also launched the third annual Women's NCAA Bracket Competition. This tournament pool supported charities focused on increasing equity and diversity in sports. This year, Kramer Levin doubled the firm's donation, making \$20,000 in contributions to equity-focused charities chosen by the top five winners.

Jamie Kocis — who originally prompted the Women's Initiative to create the bracket challenge — explained, "A few years back, social media exposed the very visible inequalities with the weight rooms that were provided to the female NCAA tournament players and the male players. Digging further, we learned there were more inequalities, like the use of the term 'March Madness.' Many offices across the country have men's brackets.



We suspected that most companies/firms did not also promote/support a women's bracket challenge. We wanted to show our support. [The Bracket Challenge] sends a clear message that 'March Madness' is not just men's basketball. It's basketball — for women and men."

One of the charities supported by this year's Bracket Challenge was **Girls on the Run**, which inspires girls to be joyful, healthy and confident through a fun and research-based curriculum that creatively integrates running. We received a handwritten note from the organization thanking us for our donation and noting that because of our contribution, 37 girls will have the opportunity to experience the life-changing program of Girls on the Run NYC.



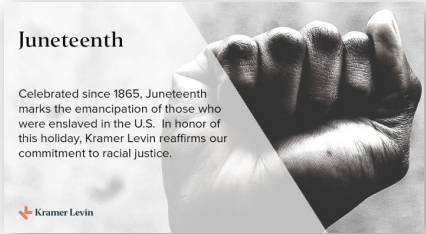
Juneteenth



This year's Juneteenth celebration featured food writer, James Beard Award winner, lawyer and certified barbecue judge **Adrian Miller**. Mr. Miller offered an overview of the various emancipation celebrations that emerged in the 19th century and what they meant to African Americans. He also shared how Juneteenth began in Galveston, Texas, and spread across

the U.S., how the day became a federal holiday, the social justice challenges that remain for our society and the food traditions associated with the holiday. Mr. Miller was introduced by CDIO **Nada Llewellyn**, who also facilitated a Q&A.

We also posted on our social media, linking to the **Smithsonian's National Museum of African American History & Culture** for more information about the history of Juneteenth and exploring how it has evolved.



Hispanic/Latinx Heritage Month

In commemoration of Hispanic/Latinx Heritage Month, the Pro Bono and Diversity and Inclusion teams invited the Kramer Levin community to join "Removing Barriers for Equal Access: A Snapshot of Voting Rights Issues Confronting the Latino Electorate," a conversation with **José Pérez**, deputy general counsel and former legal director at **LatinoJustice PRLDEF**.

Mr. Pérez discussed how English-only elections present barriers to voting for the Latino electorate even though appropriate language materials are guaranteed by the Voting Rights Act. Additionally, he dispelled myths surrounding noncitizen voting and cited recent related cases in New York. Mr. Pérez also focused on LatinoJustice's efforts to protect the rights of Latino voters through the use of state voting rights acts. This discussion was moderated by Litigation associate **Andrew Vazquez**.



Pride Month



On June 4, Kramer Levin's Diversity and Inclusion team partnered with the LGBTQ+ Employees Affinity Group to welcome **Carla Smith, Ed.D.**, CEO of NYC's Lesbian, Gay, Bisexual & Transgender Community Center, for a moderated discussion and Q&A session led by Litigation partner **Jeffrey Trachtman**.

"As the first woman of color to head the organization, Dr. Smith spoke eloquently about the center's role as a safe space and crucial service provider for many of the most vulnerable New Yorkers," Jeffrey noted. "And I was pleased to share with a roomful of colleagues some highlights of our work over the years as pro bono general counsel for the center and our long-standing advocacy for LGBTQ rights."

Then, on June 13, Kramer Levin partnered with the **New York Legal Assistance Group** to host a Self-Determination for Older LGBTQ Adults Advance Planning Clinic. During the clinic, our lawyers assisted low-income New Yorkers in completing vital life planning documents, including powers of attorney, living wills and health care proxies.



We also posted on social media commemorating and reflecting on some of the landmark Supreme Court cases that helped shape LGBTQ+ rights in the United States, such as *One, Inc. v. Olesen* (1958), *Boy Scouts of America v. Dale* (1996) and *Lawrence v. Texas* (2003).

Kramer Levin is proud to have been involved in a number of these cases via high-profile amicus brief submissions.



Veterans Day

In recognition of Veterans Day, members of the firm were invited to an event titled "Honoring Service: A Panel Discussion with the Firm's Veterans and Advocates." The panel featured Kramer Levin veterans, including Collections manager **Richard Mahler**, Corporate associate **Austin Manes** and Director of HR management system **Darrell Romero**. The group discussed



the impact of their military service on their careers, the unique perspectives they bring to the workplace, and ways that the KL community can better support veterans both within and outside the firm.

The panel also highlighted the firm's pro bono work advocating for veterans, with a focus on Litigation associate **Boaz Cohen's** efforts with the **Veterans Assistance Project**. The discussion was moderated by CDIO **Nada Llewellyn**.



Native American Heritage Month

In commemoration of Native American Heritage Month, the Diversity and Inclusion team invited journalist **Brandi Morin** for a critical conversation, "Two Countries, One Crisis: Investigating Missing and Murdered Indigenous Women and Girls (MMIWG) Across North America."



Drawing from her personal experience as both a survivor and cross-border journalist, Ms. Morin provided a unique perspective

on the MMIWG crisis in Canada and the U.S. She addressed alarming statistics, the distinct challenges faced by Indigenous communities and the colonial histories and systemic racism that fuel the crisis. Ms. Morin's debut memoir, *Our Voice of Fire: A Memoir of a Warrior Rising*, became a national bestseller within days of its August 2022 release. She was introduced by Litigation associate **Chloe Bootstaylor**.



Moments of Celebration

2nd Annual Kramer Levin Belonging BBQ

On July 17, the Diversity and Inclusion team invited summer associates and members of the firm's affinity and resource groups, Women's Initiative Committee, Women's Circles and Diversity Committee to enjoy food and fun at our second annual Belonging BBQ.



Asian American Bar Association of New York (AABANY) Annual Dinner

On May 22, many members of the Kramer Levin community attended the **AABANY** Annual Dinner at Cipriani Wall Street. Kramer Levin was a Platinum Sponsor of the event, which centered on the theme "Building a Strong Foundation for a Brighter Future."



Asian American Bar Association of New York



Korean American Lawyers Association of Greater New York (KALAGNY) 38th Anniversary Gala

Kramer Levin sponsored the 38th Anniversary Gala of the **KALAGNY**, which took place on June 27 at Gotham Hall in New York City.



The Appellate Project's Four Years of Impact Celebration

Kramer Levin sponsored **The Appellate Project** (TAP)'s Four Years of Impact celebration, which took place on Sept. 12 in Washington, DC.



Supreme Court and Appellate Litigation partner **Roy T. Englert Jr.** served on the Celebration Host Committee and was a featured speaker at the event. Roy has been on the organization's Advisory Board since 2023, and our DC office has supported TAP for several years.



TAP was founded in 2019 with the goal of targeting underrepresentation in the appellate and empowering law students of color to thrive through academic and professional programs. Since launching four years ago, TAP's mentorship program has provided innovative appellate resources to 619 law students representing 108 law schools nationwide.

How To Get Involved in 2025

We're better together. We believe that we all have a role to play in making Kramer Levin more inclusive, and we encourage all employees to bring their ideas and energy to our efforts to make the firm a place where everyone feels like they belong.

Key DEI Engagement Opportunities

- **Join a group:** Though each group charts its own direction based on member needs, our affinity groups, Women's Initiative and Women's Circles meet regularly to provide community, support and advocacy for historically underrepresented groups within Kramer Levin and include the following:
 - Attorney Ally Resource Group
 - Attorneys of Color Affinity Group
 - Employees with Disabilities Affinity Group
 - LGBTQ+ Affinity Group
 - Women's Circles
 - Women's Initiative
 - Working Parents Affinity Group
- **Lead the way:** Get involved with the firm's Diversity and Inclusion Committee, which calls on committed lawyers and operations team members to shape the future of an increasingly diverse Kramer Levin.
- **Attend regularly scheduled Diversity and Inclusion team events:** The firm regularly invites leading thinkers to present as part of our heritage month commemorations, to discuss issues of critical concern for law firms and society at large, and to raise awareness of emerging issues and their potential solutions.
- **Apply your talents to pro bono efforts:** The firm's efforts to make a more just and equitable society extend far beyond our office walls. We encourage lawyers and staff to look at the **RJI** program in particular for ways to shift our broader culture.
- **Ask questions:** Do you want to get involved and/or have you seen great practices or programs elsewhere that you would like to bring to Kramer Levin? Reach out to CDIO **Nada Llewellyn** or Associate Director of Diversity and Inclusion **Matthew Pucciarelli**.

Unlearning Ableist Language

Ableism is ingrained in our language, behaviors and beliefs — and even in the way we design. It is evident in our workplaces, schooling systems, government and all areas of society. It manifests as less-favorable treatment, discrimination, prejudice and stereotyping. It is a problem that won't simply go away on its own. But by learning about ableism, we can avoid contributing to it.

The graphic below offers some common instances of ableist language that we need to avoid.

Ableist Language We Need To Unlearn:

Casually Saying "Crazy" Or "Insane"

Calling Non Disabled People "Normal"

Comparing Disability To A Personal Shortcoming

Calling Disabled People "Special"

Saying Disabled People Are "Suffering From"

Saying Disability Is Something To Overcome

Focusing Only On Limitations

Saying "Everyone Is A Little Bit ADHD, Autistic Etc.."

Calling Disabled People "Brave" For Just Existing

Speaking About Disability As A Tragedy

Referring To Disabled People As "Inspirations"

Making Disability A Joke Or Punchline

Affinity Group and Women's Initiative Leaders

The leaders of our Diversity Committee, affinity groups, Women's Initiative Committee and Women's Circles dedicate significant time and exceptional talent to furthering DEI at Kramer Levin. We are grateful for their service to the firm and contributions to our community.

Our 2024 leaders are:

Diversity Committee



Christopher Auguste

Women's Initiative Committee



Pam Capps



Jamie Kocis

Working Parents Affinity Group



Kris Kastens



Ariel Lavinbuk



Benu Wells

Attorneys of Color Affinity Group



David Alexander



Rohit Biswas

Employees with Disabilities Affinity Group



Yashvi Ganeriwala



Marjorie Sheldon

LGBTQ+ Employees Affinity Group



Brandon Arnold



Randy Kreider

Women's Circles



Alice Byowitz



Eliza Kaiser



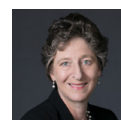
Jamie Kocis



Eileen Patt



Jennifer Sharret



Elise Wagner

Contacts



Nada Llewellyn (she/her)

Chief Diversity and Inclusion Officer
New York
nllewellyn@kramerlevin.com
T 212.715.7624



Matthew Pucciarelli (he/him)

Associate Director of Diversity and Inclusion
New York
mpucciarelli@kramerlevin.com
T 212.715.7765

About the Firm

Kramer Levin provides proactive, creative and pragmatic solutions that address today's most challenging legal issues. The firm is headquartered in New York with offices in Silicon Valley and Washington, DC, and fosters a strong culture of involvement in public and community service. For more information, please visit www.kramerlevin.com.

Year-in-Review Newsletter Special Thanks

This look back on the Diversity and Inclusion team's accomplishments during 2024 would not have been possible without the editorial, marketing and production assistance of Piper Amos, Meghan Gross, Jolly Hung, Dara Kubovy-Weiss and Andrew LaBarbera.