

SPOTLIGHT - EDWARDS WILDMAN

GOES TO THE MOVIES . . . Popcorn, Candy and Inclusion

An important part of our diversity and inclusion efforts at Edwards Wildman is to support activities and facilitate discussions that foster an awareness of others and our own perceptions. To truly have an inclusive workplace we need to know what causes certain pre-conceived perceptions and work to change negative thinking. Our commitment to inclusion goes well beyond the legal profession. We want to make a difference where we live, work and socialize by participating in the discussion and as active members of our communities.

Sometimes you have to see to believe. During this first quarter of 2012, instead of just talking about issues we let real life stories come to life through movies. In January, the Boston office hosted members of the Asian American Lawyers Association of Massachusetts (AALAM) to a discussion and showing of VINCENT WHO?, a documentary film about the legacy of the murder of Vincent Chin in 1982.

In 1982, at the height of anti-Japanese sentiments arising from massive layoffs in the auto industry, a Chinese-American named Vincent Chin was murdered in Detroit by two white autoworkers. Chin's killers were fined \$3,000 and given 3 years probation, but no jail time. Outraged by this injustice, Asian Americans around the country united for the first time across

ethnic and socioeconomic lines to form a pan-Asian identity and civil rights movement.

VINCENT WHO? explores this important legacy through interviews with the key players at the time, as well as a whole new generation of activists whose lives were impacted by Vincent Chin. It also looks at the case in relation to the larger narrative of Asian American history, in such events as Chinese Exclusion, Japanese American Internment in WWII, the 1992 L.A. Riots, anti-Asian hate crimes, and post-9/11 racial profiling. The film's producer, Curtis Chin, and University of Massachusetts Boston Professor

Andrew Leong, led an informal discussion/Q&A session after the showing of the 40-minute film. (<http://www.vincentwhofilm.com/>).



Emily Yu, Producer Curtis Chin, Professor Andrew Leong, Len Ho

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DIVERSITY MISSION STATEMENT

Edwards Wildman desires to increase the productivity and enhance the viability of the firm by creating and retaining a workforce with diverse perspectives, thereby promoting teamwork and the highest level of legal service and counsel to our clients. To that end, we are committed to developing an inclusive culture, offering to all a fair opportunity for advancement.

Florida Screening

In Florida, Edwards Wildman's celebration of Black History Month included a trip to the movie theater. A group from the office went to a screening of RED TAILS; the story of the Tuskegee Airmen. The Tuskegee Airman were an elite group of African-American pilots in the 1940s during WWII. They were pioneers in equality and integration of the Armed Forces. The Airmen included pilots, navigators, bombardiers, maintenance and support staff, instructors, and all the personnel who kept the planes in the air.

The Tuskegee Airmen overcame segregation and prejudice to become one of the most highly respected fighter groups of WWII. Their achievements, together with the men and women who supported them, paved the way for full integration of the U.S. Military. The men earned the nickname "Red Tail Angels" since the bombers considered their escorts "angels" and from the red paint on the propellers and tails of their planes. All were moved by the beautiful portrayal of courage and leadership by these men we honored. (<http://redtails2012.com/>)



Jean-Robert Calixte, Irene Rabba, Driscoll Ugarte, Sandy Giovanelli, Howard Gitten, Yolainya Murphy

New Jersey Screening

On March 1 and 2, the New Jersey Diversity Committee sponsored a viewing and discussion of the Academy Award winning movie Crash. The 2004 movie is about racial and social tensions. Several characters intersect during a two day time period; a black police officer estranged from his mother, his criminal younger brother and gang associate, the white District Attorney and his irritated and pampered wife, a racist white police officer who disgusts his more idealistic young partner, an African American Hollywood Director and his wife who must deal with the white racist officer, Persian immigrant father who is wary of others, and a Hispanic locksmith and his young daughter. Following the movie, Barbara Lee, counsel in the Madison Office, facilitated a lively discussion regarding the diversity issues raised in the film. Between the two days, 95% of the New Jersey office participated in the event. Madison gave "two thumbs" up on this event.

Chicago and Boston Offices Host Law Students

In March, Edwards Wildman's firm-wide Hiring Committee hosted diverse law students in the Chicago and Boston offices. Students from local schools in each jurisdiction were invited to a mock interview program presented by Edwards Wildman partners and moderated by Paulette Brown, Chief Diversity Officer. The mock interviews consisted of examples of dos and don'ts followed by a networking discussion with members of the firm's Hiring and Diversity & Inclusion Committees. The program was well received in both cities bringing to light some common mistakes in interviews and examples of, fun to watch, but very poorly conducted interviews.

Pictured at right Students: Alex Kiles, Eric Mackie, Kevin Wablatsi, Courtney Cox, all of The University of Chicago with Helaine Heydemann



Pictured left: Michael Jimenez of Chicago-Kent College of Law, Molly Childs, Paulette Brown

Pay Equity for Women in the Law

A panel of legal experts, including, Chief Diversity Officer, Paulette Brown and Lilly Ledbetter, met in New York on April 2 to discuss pay equity for women in the law. The American Association for Justice and Women's Campaign Fund hosted the discussion. While the issue of pay inequities has been highlighted and recognized in the legal profession, the issue continues. The pay inequities that exist between men and women in the legal profession as compared to pay disparities in other professions was discussed by the panel as well as how pay disparities affect women and women minorities leading to diminished resources and lower retention rates for female employees.

LeadBoston Alum Welcomes Incoming 2012 Class

Edwards Wildman partner, Rebecca Lee, was on hand to welcome the incoming LeadBoston class of 2012. Rebecca is one of nearly 1,000 Boston area executives who has participated in the LeadBoston program, a premier executive leadership program focused on social responsibility for mid- and senior- level executives. This year marks the twentieth year that LeadBoston has conducted the program to connect Boston area professionals from public, private, and nonprofit sectors to build knowledge about diversity, be aware of neighborhood realities, and to commit to improving racial, gender and social equity. Those who participate are ready to lead in new ways by spotting emerging trends, managing diverse teams, and building partnerships across sectors.



Partner Rebecca Lee

ADVANCING DIVERSITY: Where We've Been and Where We'll Be

Massachusetts Black Lawyers Association	Rainmakers Roundtable	January 7, 2012	Boston, MA
Women in Public Finance	Annual Holiday Reception	January 11, 2012	Boston, MA
Asian American Lawyers Association of Massachusetts	Reception	January 17, 2012	Boston, MA
Massachusetts Black Lawyers Association	Network Reception	January 19, 2012	Springfield, MA
LeadBoston	Orientation Reception	January 25, 2012	Boston, MA
American Bar Association	Spirit of Excellence Awards	February 4, 2012	New Orleans, LA
Asian American Legal Defense Fund	Lunar New Year Gala	February 8, 2012	New York, NY
The Black Law Student's Association	Diversity Scholarship Banquet	February 16, 2012	Newark, NJ
NASALA	11th Annual Conference	February 17-18, 2012	New York, NY
National Association of Women Lawyers	2012 Mid Year Meeting	February 23, 2012	Los Angeles, CA
National Bar Association	Corporate Counsel Conference	February 23-25, 2012	Miami, FL
Executive Club of Chicago	Women's Leadership Breakfast	February 23, 2012	Chicago, IL
Asian American Bar Association of New York	Annual Dinner	February 29, 2012	New York, NY
Coalition of Women	In-House Counsel Luncheon	March 14, 2012	Chicago, IL
Latino Law Students Association	2012 Juan Luis Tienda Scholarship Banquet	March 16, 2012	Ann Harbor, MI
YWCA	In the Company of Women Luncheon	March 20, 2012	Hartford, CT
Massachusetts Black Lawyers Association	Awards Gala	March 21, 2012	Boston, MA
Thurgood Marshall College Fund, Inc.	12th Annual Awards of Excellence Dinner	March 22, 2012	Belleville, NJ
Center for Women & Enterprise	Annual Auction & Gala	March 24, 2012	Boston, MA
Crossroads Rhode Island	4th Annual Women Helping Women	March 28, 2012	Providence, RI
Women in the Law	32nd Annual Parties of Your Choice Gala	April 2, 2012	New York, NY
TeenVoices	Amplify	April 10, 2012	Cambridge, MA
Massachusetts Transgender Political Coalition	Lawyers for Transgender Rights	April 12, 2012	Jamaica Plains, MA
Asian Community Development Corporation	25th Anniversary Dinner	April 12, 2012	Boston, MA
Association of Black Women Lawyers of New Jersey	Annual Scholarship Jazz Brunch	April 21, 2012	Princeton, NJ
Anti-Defamation League	19th Annual Women of Achievement Awards Dinner	April 30, 2012	Chicago, IL



Louis Mercedes Selected to 2012 Fellows Program

Edwards Wildman is proud to announce Louis Mercedes, a partner resident in our Boston office has been selected for the 2012 Fellows Program of the Leadership Council on Legal Diversity (LCLD), a national organization made up of the legal profession's top general counsels and managing partners. Louis joins a class of 134 attorneys from around the country who have been selected as LCLD Fellows for 2012. The Fellows Program is one of several initiatives launched by LCLD since the organization's creation in 2009. LCLD has also developed innovative programs to address "pipeline" issues that face the profession, encouraging minorities and women to enter law and supplying programs to increase their likelihood of success in law school and beyond. Louis recently received the 2011 Latino Leadership Award from the Massachusetts Association of Hispanic Attorneys. Louis practices in the corporate law area with a primary focus on private equity transactions.



Dominique Shelton Named IP Lawyer of the Year

The Century City Bar Association in Los Angeles named Dominique Shelton, a partner resident in our Los Angeles office one of just five "Lawyers of the Year." Now in its 44th year, the Century City Bar Association annually honors attorneys from five different practice areas who excel in their respective specialties. Dominique was presented with the Intellectual Property Lawyer of the Year Award in a ceremony held on March 21, 2012 at the Hyatt Regency Century Plaza Hotel in Los Angeles.

Diversity Chairs by Office

If you have any questions on the firm's Diversity efforts, please don't hesitate to contact our Chief Diversity Officer, Paulette Brown, or any of the following Edwards Wildman Diversity Committee contacts:

Chief Diversity Officer and Co-Chair, Diversity Committee
Managing Partner and Co-Chair, Diversity Committee
Chair, Women's Business Collaborative
Diversity & Inclusion Manager
Boston, MA
California (Los Angeles & Newport Beach offices)
Chicago, IL

Florida (Fort Lauderdale and West Palm Beach offices)

Hartford, CT
Madison, NJ
New York, NY
Providence, RI
Stamford, CT
Washington, DC
London, UK

Paulette Brown	+1 973 520 2365
Robert Shuftan	+1 312 201 2505
Susan Keller	+1 401 276 6658
Yolanda Cox	+1 973 520 2371
Matthew McTygue	+1 617 239 0494
Dominique Shelton	+1 310 860 8705
Darlete Alt	+1 312 201 2670
John Luburic	+1 312 201 2197
Mark-David Adams	+1 561 820 0281
Howard Gitten	+1 561 820 0230
Charles Welsh	+1 860 541 7762
Megan Morey	+1 973 520 2382
Huhnsik Chung	+1 212 912 2730
Florence Crisp	+1 401 276 6413
Peter Roberts	+1 203 353 6877
Jamie Armstrong	+1 202 478 7375
Helen Clark	+44 (0)20 7556 4599

pbrown@edwardswildman.com
rshuftan@edwardswildman.com
sakeller@edwardswildman.com
ycox@edwardswildman.com
mmctygue@edwardswildman.com
dshelton@edwardswildman.com
dalt@edwardswildman.com
jluburic@edwardswildman.com
madams@edwardswildman.com
hgitten@edwardswildman.com
cwelsh@edwardswildman.com
mmorey@edwardswildman.com
hchung@edwardswildman.com
fcrisp@edwardswildman.com
pdroberts@edwardswildman.com
jarmstrong@edwardswildman.com
hclark@edwardswildman.com

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