

ABA 2010 Partnership Awards Program Nomination Form

1. Program Title
Diversity and Empowerment: Your Competitive Edge

Note: This program was planned and carried out by members of the Diversity Counsel Program subcommittee of the Diversity Outreach Committee.

2. Name of Bar Association: State Bar of Wisconsin
3. Address: 5302 Eastpark Blvd
4. City/State/Zip Code: Madison, WI 53707-7158
5. Phone (608) 250-6133
6. Email Address cmavis@wisbar.org
7. Number of Association Members 23,361

PROGRAM INFORMATION

8. Description of your program to include:

- Program's objectives
- History of program
- Number of times presented
- Targeted audience
- Number of people participating
- Measurable results of efforts to date (include statistics, program evaluation and follow-up)
- Future program plans

The Diversity Counsel program was presented by the Diversity Outreach Committee of the State Bar of Wisconsin. The Diversity Counsel program's objectives were to recognize and address the needs and concerns of members of diversity in the legal profession from both an individual and an employer standpoint. Developing skills personally and professionally to build a practice as well as building relationships with potential clients were the primary topics.

This year's format was a day-long program; we have done both day-long and half-day sessions in the past. The first presentation focused on empowerment and learning how to promote oneself in a confident and positive way in today's competitive environment. A speed networking exercise was conducted with the entire audience to develop networking skills as well as assertively market themselves to prospective contacts and clients.

Mr. John Quiñones, television co-anchor of Primetime Live, and lunchtime keynote speaker, presented an inspiring speech on *The Edge of Diversity in Network News*. Mr. Quiñones also was the guest of honor at a reception the evening before.

Four workshops were conducted in the afternoon:

- 1) *Focus on Minority & Women Owned Law Firms: A Panel Discussion*
- 2) *From Microinequities to the Power of Positive Micro-gestures*
- 3) *Client Marketing and Development: A Panel Discussion*
- 4) *Ethics of Small Law Office Management*

The Diversity Outreach Committee of the State Bar of Wisconsin has designed and conducted a Diversity Counsel Program for many years. It has been held on an annual basis in Milwaukee, WI. The primary focus of the program each year has been to address issues related to inclusiveness of those with diverse backgrounds and ethnicities in the legal profession, and to be supportive of efforts to provide opportunities for both members and employers to interact with each other.

In various venues and forms, this program has been conducted and planned by members of the Diversity Outreach Committee of the State Bar of Wisconsin for approximately eleven years.

Targeted audience is: 1) members of the legal profession, 2) law-related associations with a presence in Wisconsin, 3) corporations, 4) law students of the two in-state law schools in Wisconsin, and 5) the public.

For the program conducted Friday, October 2, 2009, there were 102 in attendance.

Measurable results of efforts to date (include statistics, program evaluation and follow-up)

While we saw a small increase in attendance over last year, plans are to change the length of the program to attract even more practicing attorneys. A half-day program may be better received as less time is spent away from their work.

Future program plans

The Diversity Counsel Program is in the planning stages for the program next year. A tentative date has been set of Oct. 2, 2010. Discrimination and immigration are the focal points on the tentative agenda, along with a dialogue with political candidates in the state.

9. Total Program Budget \$22,575.00. The committee felt an internationally-known speaker would draw significant numbers to the event. While it has been successful in attracting a somewhat larger audience of practicing attorneys, it may help to expand the breadth of offerings for the afternoon workshops if the keynote speaker's topic is the basis for the afternoon topics.

10. Source of Program Funds

A nominal registration fee was charged of \$35.00 for members of the State Bar of Wisconsin, \$50.00 for nonmembers, and a reduced fee for law students.

Our initial goal was to cover our expenses if at all possible and to generate a source of revenue for future diversity educational initiatives of the Diversity Outreach Committee. Considerable effort in obtaining sponsorships and contributions was made. This year, \$25,350.00 in sponsorships and grants were received.

11. Other Resources (e.g. in-kind contributions, materials, etc.)

Other than sponsorships and grants, there were none this year.

12. Identify other "partners" who supported your effort (e.g. bar associations, agencies, high schools/colleges/universities/law schools, law firms, etc.)

Law firms, "specialty bars" and law-related associations provided financial support, sponsorships, etc. as described above.

13. Note any recognition that these efforts have received (e.g. media coverage, awards, etc.)

Committee members and speakers provided commentary for articles in the State Bar of Wisconsin's *Inside Track*, newsletters, websites. There are comments and photos of the event on the State Bar of Wisconsin's Facebook, at www.wisbar.org.

14. Could another bar association easily replicate this program? If so, how? Are there materials, checklists, reports that lend themselves to a "how to" guide for other organizations? Please include any pertinent materials with the application form or send separately by e-mail.

Certainly, other bar associations can replicate this program. The Diversity Outreach Committee plans a different program and focus each year.

We create spreadsheets and task lists, timelines for every phase of the process, which is essentially a guidebook.

15. What suggestions or recommendations would you offer to others who might undertake a similar program?

Charge a nominal registration fee to encourage attendance and participation. Even though the amount is fairly small, we have found that those registering generally keep their commitments rather than forfeit their registration fees. We have done this for the past two years and believe it has made a difference in planning for food and refreshments appropriately, as well as increasing actual attendance.

16. Program contact person, title, phone number:

Ms. Patricia Morgan, Program Coordinator, State Bar of Wisconsin, (608) 250-6107

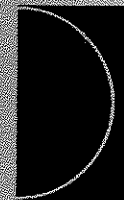
17. Program contact person's snail mail and e-mail address:

Ms. Patricia Morgan, Program Coordinator, State Bar of Wisconsin, 5302 Eastpark Blvd, P.O Box 7158, Madison, WI 53707-7158. pmorgan@wisbar.org

Return by **March 31, 2010** to:

Complete this online form. You can also email your submission as a Word document or as a PDF file to the attention of Kimberly Vann at vannk2@staff.abanet.org. You can view previous award submissions online at www.abanet.org/barserv/partnership. For further information, contact Kimberly Vann, ABA Division for Bar Services, at (312) 988-5364. Thank you for your interest.

Diversity
DIVERSITY



2009
**Diversity
Counsel
Program**

Brought to you by
the State Bar of Wisconsin
in collaboration with
the Wisconsin Chapter of the
Association of Corporate Counsel

Diversity and Empowerment Your Competitive Edge

Diversity
DIVERSITY

Friday, October 2, 2009 • 8:30 a.m. – 3:45 p.m.
Italian Community Center • 631 E. Chicago St., Milwaukee, WI



**STATE BAR
of WISCONSIN®**

October 2, 2009

Welcome!

Today's legal environment presents a multitude of unique challenges to members of the legal community, from the law student to the managing partner of a large firm. One of the critical issues facing Wisconsin's legal community is its ability to attract students and lawyers who reflect the ever-increasing diversity of the state's population and the clients we serve. In an effort to educate and assist Wisconsin attorneys, law firms, corporations, and other organizations in joining forces, the State Bar of Wisconsin's Diversity Outreach Committee and the Wisconsin Chapter of the Association of Corporate Counsel are pleased to present the 2009 Diversity Counsel Program:

Diversity and Empowerment: Your Competitive Edge

Today's presentation is possible because of the generous support of our sponsoring law firms, corporations and other legal organizations. Please see the sponsor section of this program for more information on our sponsors. Their support of the 2009 Diversity Counsel Program is commendable.

On behalf of the State Bar of Wisconsin, the Diversity Outreach Committee, the Wisconsin Chapter of the Association of Corporate Counsel, and all our sponsors, thank you for joining us today.

Best Regards,

Atty. Sarah Fry Bruch, Chair
Diversity Outreach Committee

Atty. Roger Flores, Vice Chair
Diversity Outreach Committee

Eric Ledbetter, Chair
Diversity Counsel Program Planning Group

State Bar of Wisconsin

5302 Eastpark Blvd. ■ P.O. Box 7158 ■ Madison, WI 53707-7158

(800)728-7788 ■ (608)257-3838 ■ Fax (608)257-5502 ■ Internet: www.wisbar.org ■ Email: service@wisbar.org

Program Agenda

8:30 a.m.

Registration

9:00 a.m.

Welcome and Introduction

Atty. James M. Brennan, Chairperson of the Board of Governors, State Bar of Wisconsin

9:05 a.m.

Creating Positive Visibility for Effective Self Promotion

Jane DiRenzo Pigott, R3 Group LLC

10:15 a.m.

BREAK

10:30 a.m.

Speed Networking: Maximizing Your Investment

Jane DeRenzo Pigott, R3 Group LLC

Atty. Francine Bailey, Bellows & Bellows

Atty. DeAngela Ellis, Legal Action of Wisconsin Inc.

11:45 a.m.

LUNCH AND KEYNOTE SPEAKER

12:15 p.m.

The Edge of Diversity in Network News

John Quiñones, Co-anchor, *Primetime Live*

1:15 p.m.

BREAK

1:30 p.m.

AFTERNOON WORKSHOPS

Track A: Focus on Minority & Women Owned Law Firms: A Panel Discussion

Moderator: Atty. Gerardo Gonzalez, Gonzalez Saggio & Harlan LLP

Panelists:

Atty. Emile Banks, Jr., Emile Banks & Associates LLC

Atty. Coral Pleas, Pleas Williams LLC

Atty. Bernard McCartan, American Family Mutual Insurance Co.

Atty. Rebecca Cameron Valcq, WE Energies

Track B: From Microinequities to the Power of Positive Micro-gestures

Atty. Merri Jo Gillette, U.S. Securities & Exchange Commission,
Chicago Regional Office

2:30 p.m.

BREAK

2:45 p.m.

AFTERNOON WORKSHOPS

Track A: Client Marketing and Development: A Panel Discussion

Moderator: Atty. Christina Hernandez-Malaby

Panelists:

Atty. Jennifer Bluestein, Greenberg Traurig, LLP

Atty. Robert Burns, Davis & Kuelthau, s.c.

Atty. Ron Jordan, Carter-White & Shaw LLC

Track B: Ethics of Small Law Office Management

Atty. Coral Pleas, Pleas Williams LLC

3:45 p.m.

Adjournment

Keynotes and Panelists



Atty. Emile Banks, Jr.
Emile Banks & Associates
LLC

Emile H. Banks, Jr. has been consistently listed as one of Wisconsin's top lawyers. He has been named by his peers to the Top 50 *Wisconsin Super Lawyers*. Both he and several other outstanding lawyers at his firm are known to handle some of the most complex litigation matters in the state. His aggressive, yet affable, style has led to tremendous trial and appellate victories for his clients. Emile is a Fellow of the American College of Trial Lawyers, the premier legal association in the United States for trial lawyers comprising the top 1 percent of trial counsel in the United States and Canada. In addition, he is a member of DRI, IADC, CTCW and a leader in the community.



Atty. Jennifer Bluestein
Greenberg Traurig, LLP

Ms. Bluestein's career includes practicing law at the Seyfarth, Shaw, Fairweather & Geraldson firm, considered one of the top labor and employment law firms in the country, and consulting at RSM McGladrey, a consulting firm that provides attorney professional development and training to law firms and corporate legal departments. In 2003, she joined Baker & McKenzie Chicago as its first Director of Professional Development where she developed practice-specific professional development and established a formal associate evaluation program.

Ms. Bluestein is active in the Chicago Bar Association, in which she co-chairs the Alliance for Women this year, and the Professional Development Consortium. She is also a contributor to *The National Law Journal*.

Ms. Bluestein received her J.D. from Northwestern University School of Law in 1996 and her B.A. from Tufts University. She received her certification as a Senior Professional in Human Resources (SPHR) and was admitted to the Illinois Bar.



Atty. Robert W. Burns
Davis & Kuelthau, S.C.

Mr. Burns assists clients with a wide variety of issues which arise in the workplace. He represents employers in labor negotiations, discrimination defense, disability and ADA issues, wrongful discharge or employment contract disputes, non-compete issues and other sensitive personnel transactions. He also provides advice on a wide variety of school law issues. Mr. Burns works with businesses and governmental entities as general or special counsel. He represents employers of all sizes, including those with union and non-union workforces.

Mr. Burns successfully represented a nationally based company in an appeal to the National Labor Relations Board, which overturned a decision ordering reinstatement of an employee in the company's Oklahoma facility. The 2007 decision relieved the company of a potential five year back pay order.

On behalf of a large, Wisconsin-based company, he successfully negotiated a revised compensation structure into the Company's collective bargaining agreement with the Teamsters. The new plan moved the employees to a commission-based incentive structure in 2008.

Mr. Burns' professional activities include: American & Brown County Bar Associations, the State Bar of Wisconsin, the United States Court of Appeals for the Seventh Federal Circuit, Eastern and Western Districts of Wisconsin, Master, Hon. Robert J. Parins Inn of Court and Past President, Wisconsin School Attorneys Association.

Mr. Burns received his J.D. from Willamette University and B.A., cum laude, from St. Norbert College.

A special thank you to **Atty. James M. Brennan**, Chairperson of the Board of Governors, State Bar of Wisconsin, and **Atty. Patricia M. Hanz**, Wisconsin Chapter of the American Corporate Counsel Association.

Keynotes and Panelists



Atty. Merri Jo Gillette
U.S. Securities &
Exchange Commission,
Chicago Regional Office

Merri Jo Gillette, Director of the Chicago Regional Office (CHRO), oversees the SEC's second largest regional office. The office has jurisdiction over enforcement matters and regulatory examinations arising in nine Midwestern states, which are resident to 25% of the U.S. population and more than 25% of the nation's 1000 largest corporations. Gillette was appointed Regional Director in June 2004. Under her leadership, the office has brought a number of significant enforcement matters, many of which have involved extensive coordination with criminal authorities and have resulted in parallel criminal indictments. The CHRO examination programs have regulatory oversight responsibility for the largest number of transfer agents (140) and the second largest number of registered broker-dealers (1,250) in the country. The region is also home to approximately 1,650 registered investment advisers with over \$3.3 trillion of investor assets under management; and 230 investment companies, including 116 mutual fund complexes, with total assets of more than \$750 billion. The region's investment company population includes four of the fifty largest investment company complexes and over one-third of all of the insurance product complexes in the nation.

A member of the Pennsylvania and Maryland Bars, Ms. Gillette has won national awards for her leadership in securities law enforcement, for her counsel to government leaders in securities regulation policy, and as a champion for advancing inclusion and diversity issues within the workplace. She oversees several hundred attorneys and accountants in the SEC's Chicago office and provides leadership in numerous capacities to SEC professionals nationwide. She is a frequent speaker on securities-related topics at continuing legal education programs and conferences sponsored by industry groups. She also serves as Chairperson of the Midwest Interagency Task Force, a working group sponsored by the Federal Reserve Bank of Chicago and comprised of federal and state regulators of banks and other financial institutions throughout the Midwest.

Prior to her current appointment, Ms. Gillette was the Associate District Administrator for Enforcement in the SEC's Philadelphia Office, where she worked on litigation and enforcement matters for 18 years. She is a graduate of Northwestern University (1979) and received her J.D. from The Dickinson School of Law in Carlisle, Pennsylvania (1982).



Atty. Gerardo Gonzalez
Gonzalez Saggio &
Harlan LLP

Gerardo (Jerry) H. Gonzalez's practice includes developing and responding to litigation concerns. Mr. Gonzalez defends clients in complex litigation, directs the GSH Litigation Practice Group, and also practices real estate. Mr. Gonzalez has tried many cases and has spoken regarding litigation trends and diversity issues in the legal profession.

Mr. Gonzalez has served on boards and was recommended by the White House to three-year terms on the Federal Home Loan Bank of Chicago Board of Directors, where he served on their Executive Committee. The bank had over \$65 billion in assets during his tenure. He has also served on numerous non-profit boards, currently serving on the Board of Directors of the Metropolitan Milwaukee Association of Commerce. Mr. Gonzalez is a Member of the Roundy's Foundation Board of Directors and past Board Chair of St. Charles Youth and Family Services (1990-2005).

Mr. Gonzalez has founded organizations or programs and has served on boards and committees that promote diversity. He has held leadership positions as follows: American Bar Association Minority Counsel Program - Steering Committee; appointed to the Committee on Judicial Election, a committee constituted by then Governor Tommy Thompson and Supreme Court Chief Justice Shirley S. Abrahamson and designed as a think tank to investigate ways to increase racial and ethnic diversity among Wisconsin judges; a founder of the State Bar of Wisconsin Diversity Counsel Program, acting as Chair of the program from 1995 through 2005. Mr. Gonzalez is a founder and serves as a Board Member for the National Association of Minority and Women Owned Law Firms (NAMWOLF). Mr. Gonzalez has provided *pro bono* legal services to the Hispanic Chamber of Commerce of Wisconsin for 19 years.

Mr. Gonzalez was the recipient of the State Bar of Wisconsin President's Award in 2004. He is admitted to practice in Wisconsin, the U.S. District Courts for the Eastern and Western Districts of Wisconsin, U.S. District Court for the Northern District of Indiana, Trial Bar for the Northern District of Illinois, District Court for the Northern District of Illinois and U.S. Court of Appeals for the Sixth and Seventh Circuits. Mr. Gonzalez received a B.B.A. in Finance and Marketing from the University of Wisconsin-Milwaukee School of Business and a J.D. from the University of Wisconsin Law School.

Keynotes and Panelists



Atty. Cristina D. Hernandez-Malaby
Quarles & Brady LLP

Cristina Hernandez-Malaby is a member of Quarles & Brady's commercial litigation group, focusing on complex litigation involving publicly-traded companies and financial institutions around the country. Ms. Hernandez-Malaby has extensive experience representing clients in federal and state class actions, securities investigations and litigation, and post-merger disputes. Most recently, Ms. Hernandez-Malaby has successfully defeated class certification in a matter where plaintiffs sought certification of a putative nationwide class of policyholders of a mutual insurer; plaintiffs sought in excess of \$150 million in damages. She obtained summary judgment in favor of a manufacturer/acquirer in a federal action concerning an earn-out provision in a merger agreement. She successfully represented a defendant investor in a breach of fiduciary duty/minority oppression case in New York state court. She also successfully represented defendants, including individual officers and directors, in Rule 10b-5 class actions in the United States District Court for the Eastern District of Wisconsin and the Northern District of California.

Ms. Hernandez-Malaby's practice also includes advising clients on electronic document retention and production issues, and representing clients in professional malpractice, breach of fiduciary duty, and breach of contract disputes.

Ms. Hernandez-Malaby was named 2009 Latina Attorney of the Year by the Hispanic National Bar Association (HNBA). She was named Wisconsin Super Lawyers Rising Star (2007-present: Securities Litigation). She is the President of the Eastern District of Wisconsin Bar Association; Board Member, Milwaukee Youth Symphony Orchestra; President, Milwaukee Youth Arts Center; Board Member, United Community Center (Centro de la Comunidad Unida); Advisory Board Member, Cardiovascular Center of the Medical College of Wisconsin.

Ms. Hernandez-Malaby received her J.D. in 1995 from Harvard Law School. She was Editor in Chief, Harvard Latino Law Review, 1993-1994. Harvard-Radcliffe College (A.B., *cum laude*, 1992).

Ron Jordan
Carter-White & Shaw LLC

Ron Jordan, Senior Principal Director and founding Principal of Carter-White & Shaw, has more than thirteen years of experience in attorney placement and law firm mergers and acquisitions. During his career, he has successfully placed many law firm partners and facilitated mergers with major law firms.

Mr. Jordan holds a Bachelor's degree in English Literature from the University of California, Berkeley. Affectionately known as "Obi Ron Kenobi" by everyone in the firm, he considers diversifying the ranks of law firms and corporate law departments to be his mission and his passion. He hails from Berkeley, California and, in his youth, taught swimming to disadvantaged youngsters at the Berkeley YMCA. As fate would have it, many of these youngsters grew up to become law firm partners whom Ron has placed.



Atty. Bernard T. McCartan
American Family Mutual
Insurance Company

Bernard T. McCartan is Vice President in charge of the Claim Legal Division for the American Family Mutual Insurance Company in Madison, WI. The division is responsible for handling American Family's claim litigation and special investigations. He is a past president of Wisconsin Defense Counsel, has been active in the State Bar of Wisconsin, and served as a member of the Preliminary Review Committee of the Wisconsin Lawyer Disciplinary System from 2000 to 2007.

Mr. McCartan has spoken and written on a variety of topics related to insurance law and legal ethics. He is a 1976 graduate of the Marquette University Law School.

DD Networks

Keynotes and Panelists



Jane DiRenzo Pigott
R3 Group LLC

Jane DiRenzo Pigott is Managing Director of R3 Group LLC and specializes in providing leadership, change and diversity/inclusion consulting to organizations. Her services enhance an organization's competitive edge by allowing the organization to utilize, retain and promote more fully its key human resource assets. She approaches leadership, change and inclusion strategically and produces measurable results towards her clients' goals and objectives. Her clients include professional service firms, corporations and universities.

Before starting her own business, Ms. Pigott practiced law for over twenty years, most recently at Winston & Strawn where she served as the Chair of the global Environmental Law practice. At Winston, Ms. Pigott served on the firm's Executive Management Committee, the first woman to do so, and its Compensation Committee. While there, she created and chaired the firm's Diversity Initiative, rendering the firm a leader among its peers and dramatically improving recruitment, retention and promotion of attorneys.

Ms. Pigott is an active leader in civic organizations. She currently serves as a Trustee of the Chicago Symphony Orchestra and Northwestern University. She is the former Chair of the Board of the Civic Orchestra of Chicago, now serving as the Chair of its Nominating Committee. She serves on the Advisory Board for University of North Carolina Law School's Civil Rights Center. Ms. Pigott serves as an independent director of MetLife Investment Funds, Inc., a mutual fund company headquartered in New York, New York. She has served as Chair of this Board's Governance and Audit Committees. She also serves as an independent trustee of the Van Eck mutual funds: Van Eck Funds, Van Eck Worldwide Insurance Trust and Van Eck Funds, Inc. She is also a Director and Chair of the Audit Committee of 3E Company, a private company based in Carlsbad, California, that provides outsourced environmental, health and safety services to its clients.

Ms. Pigott received a B.A. from the University of Virginia and is a graduate of the University of North Carolina Law School.



Atty. Coral Pleas
Pleas Williams LLC

Coral D. Pleas is the owner of Pleas Williams LLC, a civil litigation law firm located in Glendale, Wisconsin. The law firm specializes in insurance defense litigation including auto and premise liability claims, coverage issues, subrogation claims, business and contract litigation, and serious personal injury claims. Ms. Pleas brings 13 years of trial experience to her practice having tried cases involving tort liability as well as contract law. She frequently speaks to students at local high schools who have expressed an interest in pursuing a legal career.

She presently serves as the President of the Milwaukee County Personnel Review Board and was the President of the Wisconsin Association of African-American Attorneys during the 2005-2006 term. She co-chaired the Wisconsin African American Lawyers (WAAL) Mock Trial Competition from 2003-2004. Ms. Pleas has been active in several State Bar committees and has served as a director for the Aurora Visiting Nurses Association.

Ms. Pleas is a graduate of Marquette Law School and Marquette University.

DIVERSITY

Keynotes and Panelists



John Quiñones
Co-anchor, *Primetime Live*

John Quiñones is a co-anchor of *Primetime Live* and was most recently a correspondent for *Primetime Thursday* and *20/20*. He had previously been a correspondent for *Primetime Live* since November 1991. Mr. Quiñones has also served as a co-anchor of *Downtown*, covering unique stories for the newsmagazine that premiered in October 1999.

Mr. Quiñones' recent work includes a *Primetime* hidden camera report in which he went undercover to reveal how clinics were performing unnecessary surgical procedures as part of a major nationwide insurance scam. He also reported on such diverse topics as the Elizabeth Smart kidnapping case, the plight of conjoined twins, the ongoing search for the notorious Zodiac killer, and would-be Mexican immigrants attempting to cross into the US via the treacherous route known as "The Devil's Highway." Additionally, Mr. Quiñones traveled to Israel for a CINE Award-winning report about suicide bombers.

In September 1999, Mr. Quiñones anchored and reported a critically acclaimed ABC News special called *Latin Beat*, focusing on the wave of Latin talent sweeping the US, the impact of the recent population explosion and how it will affect the nation as a whole. He was awarded an ALMA Award from the National Council of La Raza. He also contributed reports to ABC News' unprecedented 24-hour, live, global Millennium broadcast, which won the George Foster Peabody Award.

Mr. Quiñones' reports for *20/20* have included an in-depth look at the unprecedented lawsuit against the Cuban government; an exclusive interview with a Florida teenager who killed her adoptive mother; and a look at sex abuse in schools. He was honored with a Gabriel Award for his poignant report that followed a young man to Colombia, as he made an emotional journey to reunite with his birth mother after two decades. He has covered the Albanian refugee crisis for a *20/20* one-hour special on Macedonia and Albania.

Mr. Quiñones won six national Emmy Awards for his *Primetime Live*, "Burning Questions" and *20/20* work. He was awarded an Emmy for his coverage of the Congo's virgin rainforest, which also won the Ark Trust Wildlife Award. He has also been honored with a World Hunger Media Award and a Citation from the Robert F. Kennedy Journalism Awards for "To Save the Children," his 1990 report on the homeless children of Bogota. He received a 1990 Emmy Award for "Window in the Past," his look at the Yanomamo Indians.

Mr. Quiñones received a Bachelor of Arts degree in speech communications from St. Mary's University.



Atty. Rebecca Cameron Valcq
WE Energies

Rebecca Cameron Valcq joined Wisconsin Electric Power Company (now d/b/a We Energies) in 1999 as an intern in the Legal Services department. After a year in the company's Management Training Program, she assumed her current position of Regulatory Counsel.

As Regulatory Counsel, Valcq's primary responsibilities include appearing on behalf of the company in front of the Public Service Commission of Wisconsin and the Michigan Public Service Commission to obtain regulatory approvals for matters such as changes in energy rates and the construction of new generating facilities. She advises all areas of the company on administrative code compliance as well as the impact of pending and newly enacted utility legislation.

Ms. Valcq is a member of the Wisconsin, American and Energy Bar Associations as well as the Association for Corporate Counsel. She serves on the Board of Directors for Centro Legal, on the Advisory Council of the National Association of Minority and Women Owned Law Firms (NAMWOLF) and as a member of Marquette University Law School's Diversity Recruitment Committee.

Ms. Valcq received her B.A. in Political Science and Spanish from Drake University and her Juris Doctor degree from Marquette University Law School.

Premier Sponsor



Davis & Kuelthau, s.c. is committed to ensuring equal opportunity and inclusion throughout the firm through diversity and gender initiatives. The Firm recognizes and values the benefits to our clients of an experienced pool of professionals reflective of the national and international marketplace in which our clients do business. By bringing together a diverse workforce, staff who support our clients' legal needs are able to draw upon broader and more diverse perspectives, knowledge and experiences, and thereby contribute to our clients' success.

The Firm's diversity commitment involves attracting, retaining and promoting a professional workforce of individuals of exceptional ability from across racial, gender, ethnic, national origin, sexual orientation, disability and religious lines. A diverse work environment benefits the professional growth of all employees and is essential to the overall success of Davis & Kuelthau and its clients. Diversity is more than numbers and categories of people, broken down by ethnicity, sexual orientation, religious beliefs and more. It is more than awards and financial sponsorships.

We believe diversity is a way of thought and action. It is the belief in fairness and opportunities for all individuals. At Davis & Kuelthau, we recognize every member of our team as an individual with unique backgrounds and experiences. We embrace the multitude of ideas and beliefs that allow us to be a successful organization.

Co-Sponsors



The Wisconsin Chapter of the Association of Corporate Counsel serves attorneys practicing within corporations and other private sector organizations within the state of Wisconsin. ACCA is committed to creating and maintaining a culture that supports and promotes diversity. In that regard, ACCA embraces and encourages diversity in all aspects of its administration, operations and programs. ACCA's commitment to diversity is clear through its significant commitment of resources to specific projects and activities that will increase the diversity of ACCA's leadership, membership, and staff; and encourage corporate law departments, corporations and law firms to embrace diversity.



FOLEY & LARDNER LLP

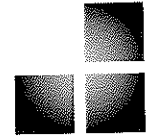
Foley & Lardner LLP is a highly regarded, national law firm providing client-focused, interdisciplinary services that result in high-value legal counsel for our clients. Foley & Lardner LLP is equally dedicated to cultivating an environment that embraces diversity reflective of our clients and our communities. Our commitment to building client teams that mirror the rich cultural backgrounds of the communities in which we practice is another way in which we truly add value to our client relationships.



Quarles & Brady LLP provides broad-based, national-level legal services through a strong network of regional practices and local offices. In our Firm's distinguished 116-year history, we have grown from a small, well-respected local Milwaukee law firm to a place among the Am Law 200, building a national practice and earning a comparable reputation throughout the United States. We constantly strive for better ways to understand the subtleties of diversity, to meet the challenges, and to capture the opportunities that true diversity presents for everyone at Quarles & Brady, for our clients, and for our communities. Our ongoing initiatives include the Women in Leadership Program, Minority Attorney Recruiting and Retention and Family-Friendly Policies.

ILLINOIS DIVISION

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- Manpower International Inc.
- Marcus Corporation
- Michael Best & Friedrich LLP
- Northwestern Mutual Foundation
- Reinhart Boerner Van Deuren SC
- S.C. Johnson & Son, Inc.
- von Briesen & Roper SC
- Wisconsin Association of African American Lawyers

Diversity Outreach Committee

Committee Chairperson:
Atty. Sarah Fry Bruch
Crivello Carlson SC

Committee Vice Chairperson:
Atty. Roger Flores
American Family Great Lakes
Legal Department

Atty. Neifor B. Acosta
Gonzalez Saggio & Harlan LLP

Atty. Francine Bailey
Bellows & Bellows

Mr. David L. Bonner
UW Law Student

Atty. James J. Chiolino
Quarles & Brady LLP

Atty. Kathleen Chung
Wisconsin Department of
Transportation, Office of General
Counsel

Atty. Ellen Basting Dizard
Manpower Inc.

Atty. DeAngela M. Ellis
Legal Action of Wisconsin Inc.

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Lindval

Atty. Athenee P. Lucas
Manpower Inc.

Atty. N. Lynnette McNeely
Attorney & Counselor at Law

**Atty. Jennifer Lynne Nutt
Carleton**
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Atty. Erin N. Parks
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NAACP Legal Defense &
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DIVERSITY

Missions



The State Bar of Wisconsin Diversity Counsel Program's overall objective is to promote the benefits of a diverse legal workforce in the profession through educational initiatives. In addition, the program strives to encourage an increase in legal service opportunities by providing tools and strategies that assist attorneys of diverse backgrounds in meeting the challenges present in today's competitive legal marketplace, especially in practice areas where attorneys of diverse backgrounds are underrepresented.



The Wisconsin Chapter of the Association of Corporate Counsel serves attorneys practicing within corporations and other private sector organizations within the state of Wisconsin. The Wisconsin Chapter of the Association of Corporate Counsel was established in 1983 to serve the unique professional needs of in-house attorneys.



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