Message from the Chair

Thank you for helping us with a very successful Spring meeting. We received many favorable comments on our program "Women in the Law: From Visible Invisibility to Visibly Successful-Strategies for Women Attorneys" and had good receptions at our committee and subcommittee meetings where we showed a video "Kicking Glass, from the Courtroom to the Boardroom, Two Decades and Counting: How Far Have APA Women Attorneys Come?" and chatted with speakers Jessica Rafuse (President of Starbucks Employee Resource Group), John Hendricks (founder of a successful LGBT-owned practice) and Andrea Shorter (Chief Executive Political Coach with Atlas Leadership Strategies). Excerpts from the conversation with Jessica Rafuse at the WBLN subcommittee meeting and from the Kicking Glass video are included in the newsletter.

We have been busy planning for a summer webinar and for the Annual Meeting September 17-19.

On August 12, 2014, 1:00-2:30 PM ET, we are presenting a webinar, "Dodd Frank: Implications for Your Diversity and Inclusion Program." The program will discuss Dodd Frank Section 342, its implications for you and your clients, and best practices for compliance. To learn more about and register for the program, click here.

Join us on Friday, September 18, 3:00-5:00 PM CT at the Annual Meeting in Chicago for a presentation on "Successful Advancement & Leadership: Overcoming Hidden Challenges". Our panel of practitioners, academics and management/diversity consultants will discuss the challenges of recognizing implicit bias in all of us, leveraging our unique capabilities to achieve success and developing and seizing leadership opportunities.

On Saturday, September 19, 9:00-10:00 AM CT, Carrie Basas, a lawyer, educator, nonprofit leader and mother will discuss "Work, Life, Family Balance-How to do it all and with a disability!" at the Women’s Business Law Network subcommittee meeting. Immediately following at 10:00-11:00 AM CT, Kareem Dale, Director and Senior Counsel of Discover Financial Services will discuss "What Every Business Lawyer Should Know about Section 503 of the Rehabilitation Act".

Congratulations and welcome to our new class of Fellow, Ambassadors and Envoys! Click on the side tabs to see the impressive list.

There's more to come, so please be sure to register for the Annual Meeting in Chicago!

Sylvia Fung Chin, Chair

Excerpts from the WBLN Interview

Excerpts from the interview conducted by Joan Durocher, General Counsel of the National Council on Disability and Chair of the Women's Business Law Network subcommittee with Jessica Rafuse, President of Starbucks Employee Resource Group:

A pea berry is a defect in a coffee cherry. Coffee beans are grown inside a cherry on a tree. And they sit side-by-side and are flat. And two coffee beans grow within each cherry.
So in about 5 to 10% of coffee cherries only one more rounded bean (the pea berry) develops rather than the two beans side-by-side. The pea berry was discarded in the past and seen as a defect. Considered damaged, and less valuable, they were tossed out. Today what we know is that coffee masters actually prefer the pea berries — and the roasters prefer it — because the round shape allows it to roast more consistently.

When we rethink the pea berry we go from something viewed historically as damaged to an asset, in fact, a premium and one of our most expensive coffees. In fact, many of you probably can’t even get this coffee, because it’s only available at certain stores.

So I want you to imagine having this epiphany oh, my gosh, a pea berry sounds a lot like people with disabilities, who have historically been undervalued and seen as having a defect or flaw. So here internally [at Starbucks] we talk about disabilities in terms of premium.

When we rethink a disability we look at the assets. We appreciate those things that every one of our partners with or without disabilities really does the very best.

So someone with diabetes, they track their blood sugar levels every day and carefully plan out each meal and every contingency that might come up throughout the day. And what we saw was a Project Manager with diabetes who has those transferable skills that make her the very best project manager.

I talked with someone who has depression and who is conscious of actions and conscientious of the actions of others, and who triggers empathy, all skills we are looking for in our customer service position.

So we’re talking about this in terms of not viewing the disability as a disadvantage, but in fact, an advantage to the workplace. We thought this was really important, because we talked a lot with hiring managers about what are their common fears and misperceptions about people with disabilities.

And this is not going to be about hiring this person who is not going to be an asset, not going to make my team richer and fuller.

So I knew this wasn’t true having spent time with people with disabilities. We really wanted to find a way to demonstrate this premium. For me, being in a very fast-paced Fortune 500 environment, I have learned that having muscular dystrophy, a condition that has forced me to plan ahead and be prepared, but has also thrown a curveball at me, I am also able to adapt more readily than others and it’s been hugely valuable in working here at Starbucks.

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**Excerpts from Kicking Glass**

*Kicking Glass: From the Courtroom to the Boardroom* was presented at the Diversity and Inclusion Committee meeting in the Spring. The video is a follow-up program to one produced by White & Case that was first presented by the Asian American Bar Association of New York at the 1995 National Asian Pacific American Bar Association Convention. In the 1995 video, APA women lawyers discussed the hurdles they faced, the successes they achieved, and what success meant to them. The 2015 video featured women from the 1995 video and a new group of women who discussed whether APA women attorneys have finally broken the glass ceiling, examined what challenges remain, and explored real-world solutions for such challenges. Here are some of the clips from the video:

**On challenges to advancement to leadership positions:**

*I was so, so good at following rules, because I had been brought up with the message, “never rock the boat, just keep your head down, keep working very hard, it’s a pure meritocracy, and hard work will be rewarded.” But when you land in the corporate context you look around and nobody’s telling you that it’s 5*
points to have lunch with that partner and 3 points to play squash with that guy and so on and so forth.

On biases in the workplace:

An example would be going for a law firm interview and having the partner sit there and really tell me...explain to me how I shouldn't feel uncomfortable ...just because their firm often worked against the Chinese government. ... I was really upset about that because my resume has the U.S. Senate on it, it has the New York City Council on it and if he had just taken a look at that for 10 seconds, I think it would have been clear that it wouldn't have been an issue for me.

On work life balance:

The key is to be able to communicate well to your employer, your colleagues, to make sure that they are aware of the situation, that you prioritize your work. That the entire part-time work balancing is completely seamless for the client, and just trying to make sure that you're doing the best that you can, whether you are working for ten hours a week or forty hours.

On mentorship:

I remember going to a client meeting where, before walking into the meeting, my senior said, "You're going to be sitting at the table, and if you're sitting at the table, then that means you need to add something fruitful, so that you can sit at the table again." And for me, that was a shining moment in the sense that, ... two senior male attorneys, partners at my firm, are giving me the opportunity to sit at the table, and now they're saying, "Ok. You're at the table. Shine. And if you shine, you're going to get another chance." I think that opportunities are being created for women and it's just a function of us jumping on those opportunities and really being ourselves and being the best we can be to become a part of the leadership in the legal industry.

On advice for young lawyers:

The advice that I would give to someone who is starting out in their legal career is to work hard, but more importantly, to be able to express yourself. Speak. Scream. Yell, if you have to. But be heard. See yourself as an active participant of your surroundings - of what's going on. Whether it's a meeting. Whether you're in the courtroom. Or in the boardroom.

Directing Next-level Diversity
By Zach Warren

The business case for diversity and inclusion has been made," says Alan Bryan, associate general counsel, outside counsel management at Wal-Mart Stores Inc. He's not wrong. A 2014 Gallup study of more than 800 business units found that gender-diverse business units increased profits by at least 14 percent over those dominated by one gender. Other studies have resulted in similar findings for racial diversity.

And yet, many corporations struggle to initiate diversity programs. For some, the output seemingly wouldn't match the return. Others may not see the potential benefits. Still others may be interested in such a program, but may not know where to start.

Now more than ever, the legal department has been tasked with driving business initiatives, and taking the lead on corporate diversity programs is perhaps the most innovative way of doing just that. The legal departments at Morgan Stanley and Wal-Mart have led the charge in promoting diversity initiatives for other business units to follow, and lessons from these companies provide other in-house counsel with the best way to jumpstart a company's diversity program: a healthy mix of top-down and bottom-up approaches.

Read more...
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By Ernest Holtzheimer

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Read more...

The Honorable Inez Reid - The Road Less Traveled

By Mark Wade, Jr.

Back at the start of my internship at the Attorney General for the District of Columbia, I had the pleasure of meeting Judge Inez Reid at the Washington Bar Association's 2014 Annual Conference. Despite her highly respected position as a judge on the DC Court of Appeals, she was very humble. I immediately realized that my internship was right across the street from her chambers, so I made it a priority to meet with her for coffee, which resulted in an unforgettable thirty-minute discussion filled with invaluable wisdom.

In this first of two meetings with Judge Reid, she shared with me three simple tips that were overlooked by many law students. First, she urged me to ensure that I take the bar very serious while preparing. Her second tip was to "be patient." Judge Reid pointed out how so many law students want to start making the "top dollar" right out of law school, and many of these law students end up joining law firms for the money, ultimately hating their work-life balance, or lack thereof. Last, and most notably, she emphasized the importance of being adaptive in this challenging job market, to take on challenging positions, and to understand that I may very well have to temporarily take a "second choice" job.

Read more...

Student Spotlight
Sanjit Rai just completed her first year of law school at Santa Clara University School of Law. She is interested in business and intellectual property law. Sanjit is President of the Law and Business Society and the South Asian Law Student Association at Santa Clara University's School of Law. Sanjit is also an active member of the American Bar Association Business Law Section and Section of Intellectual Property Law (IPL). Currently, Sanjit is conducting research on international patent exhaustion, which will be used in her efforts to help the IPL litigation committee draft ABA policy on *Lexmark v. Impression* regarding patent exhaustion.

Sanjit earned a B.A. in Communication from University of California, Davis and minored in Professional Writing. After graduating from UC Davis, Sanjit worked in marketing at KUIU, Inc., a startup e-commerce company in Dixon, CA. It was here that Sanjit realized how important the intersection between business and law really is and discovered her passion for business law. Sanjit also discovered her interest in the legal issues that arise when working with startups, which was further enhanced when she participated in Startup Weekend Santa Clara where her group spent 54 hours developing an iOS app called PartyDiver. In this capacity, Sanjit then presented her group’s idea to a board of investors and entrepreneurs and received extremely positive feedback.

Sanjit is spending her 1L summer at Scott Cole & Associates, an employment litigation firm in Oakland. She hopes to ultimately practice transactional work in-house at a high tech company in Silicon Valley, and provide pro bono legal counsel to startups in Silicon Valley.

**Meet your Diversity and Inclusion Committee Leaders**

*Diversity and Inclusion Committee*
Chair: Sylvia Fung Chin
Vice-Chair: Christine Young

*Lawyers of Color Involvement*
Chair: Doneene Damon
Vice Chair: Juan Sempertegui

*Lawyers with Disability Involvement Subcommittee*
Chair: Jason Goitia
Vice-Chair: Betty Boyd and Anat Maytal

*Law Student and Young Lawyer Involvement Subcommittee*
Chair: Mauricio Videla
Vice-Chair: César Escovar

*Lesbian, Gay, Bisexual and Transgender Involvement Subcommittee*
Chair: John Clifford
Vice-Chair: Adonica-Jo Wada

*Women’s Business Law Network*
Chair: Joan Durocher
Directing Next-level Diversity

Zach Warren

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And yet, many corporations struggle to initiate diversity programs. For some, the output seemingly wouldn't match the return. Others may not see the potential benefits. Still others may be interested in such a program, but may not know where to start.

Now more than ever, the legal department has been tasked with driving business initiatives, and taking the lead on corporate diversity programs is perhaps the most innovative way of doing just that. The legal departments at Morgan Stanley and Wal-Mart have led the charge in promoting diversity initiatives for other business units to follow, and lessons from these companies provide other in-house counsel with the best way to jumpstart a company's diversity program: a healthy mix of top-down and bottom-up approaches.

Tone from the top

Every action a company considers is supposed to be performed with broader business goals in mind. The legal department is no exception. Mike Henry, chief compliance officer of Morgan Stanley's Merchant Banking and Real Estate Division and the chair of Legal and Compliance's Diversity & Inclusion Committee, says that his team's goal isn't all that different from a business objective.

“At its core, the goal of the committee is to really be in line with the core of the broader Legal and Compliance Division,” Henry says. “In that regard, the Legal and Compliance Division is looking to deliver high-quality advice to its clients and the business.”

Part of that high-quality advice includes diversity. The firm leaders at Morgan Stanley specify certain diversity metrics that all business units need to hit, Henry says, but his committee seeks to go above and beyond. “The general counsel is extremely proud compared with the rest of the firm in how we've performed. We are definitely viewed as a thought leader, and due largely in part to the people that have preceded me, we’ve gone from being a group of four or five people in a room who were passionate about it to really being a part of the fabric of the firm,” he explains.

Now, he says, his committee includes 260 members as of the beginning of May. Meg Cimino, executive director of legal and compliance with Morgan Stanley Wealth Management, adds that members cannot simply join the team, but rather must make a commitment to be engaged and join a subcommittee. In that way, she says, the committee demonstrates consistent value to the rest of the firm.

Nate Saint-Victor, an executive director in Morgan Stanley's Legal and Compliance Division and the committee's former chair, agrees that it starts with a top-down approach. “Our chief legal officer in
meetings will highlight main areas of focus. Points like the Volcker Rule will be on there, but diversity has been one of the main focus areas each of the past two years, if not before then. If you’re giving it from the top down, then it’s an important area of focus for everybody, starting with the managers,” he explains.

At Wal-Mart, Bryan's capacity as AGC of outside counsel management has allowed him to partner with a more diverse spread of outside counsel, including women- and minority-owned law firms. He says that his company's emphasis on diversity, particularly when it comes to outside suppliers, allows him to promote diversity within the legal department.

“Being more diverse gives us certain perspectives, makes us more talented, and makes us more well-rounded, not just as a legal department but as a company,” Bryan says. He also adds, “Having diverse counsel is important because we think that everyone matters, and there's a certain strength in diversity and inclusion that allows us to have better business results.”

**Started from the bottom**

But of course, a top-down mandate to increase diversity means nothing if the people of the legal department do not accept it. Bryan says that beginning diversity efforts within the company can begin with a single meeting.

“Simply put, I believe in the power of the small,” Bryan says. “By that, I mean taking inclusion down to a relationship level. That's where it starts for me: ensuring that you have personal and professional relationships with diverse individuals, ensuring those relationships are meaningful and not just one-off meetings.”

To that end, Bryan used his association with the National Association of Women Lawyers (NAWL) to begin the NAWL Challenge Club. Only one year old, the program's initiative, he says, is to build relationships between corporate counsel and women outside counsel, with the ultimate goal of seeing more women promoted as equity partners in law firms.

“We want to build personal and professional relationships,” Bryan says, “because relationships lead to trust; trust leads to that first work assignment; that first work assignment leads to a book of business; that leads to empowerment of a woman attorney in a law firm, and empowerment leads to partnership and leadership positions.”

At Morgan Stanley, Henry says that his committee looked at one key question when looking for diverse candidates: “How do you partner with organizations that are already out there to deal with that demographic, so that we can help build that pipeline?”

The Morgan Stanley committee breaks its efforts down into three main buckets: short-term, intermediate, and long-term. Of particular interest is the long-term planning, as Morgan Stanley goes so far as to offer high school internships for diverse candidates through programs such as Legal Outreach. The main benefit with these programs, though, comes after the actual internship is over.

“We don't just see these folks during that time of the year, but we try and build the long-term relationships that we can ... see how they're faring throughout their career, and maybe one day, they
could be hired full-time for the firm,” Henry says. “It seems like a very theoretical approach that we’re taking, but we’re starting to see some tangible possibilities of hiring people.”

Creating the perfect blend

When mixing both top-down support and grassroots diversity efforts, the results can be strong. Many legal departments often have one or the other, but for true diversity to occur, GCs and other senior-level attorneys need to work hand-in-hand with the lawyers who will eventually carry out the diversity initiatives on the ground.

Mixing both relationships with institutional support, Henry says, is how Morgan Stanley’s program both continues to grow and provides value to the company. “I think the real energy and vibrancy comes from the bottom up—the people on the front lines are really passionate about what they’re doing—but ultimately in terms of gaining real traction company-wide, clearly you need buy in from people at the top.” Henry also adds that the people on the front lines should be “excellent lawyers and compliance people,” as having them support diversity “brings with them a certain credibility.”

Over time, he says, the results will get there, even if they’re not readily apparent at the start of a program. “It gets to a point where it becomes a positive feedback loop,” Henry says. “That’s what we’re seeing now; we’re 10+ years in, and we’re at the point now where there’s a real ownership and pride over what we’re doing here. It's not just a check-the-box thing.”

Bryan agrees that combining senior leadership and smaller personal relationships is necessary, and he cautions to make sure that all interested parties can be involved with a legal department’s efforts. He adds, “You must be intentional in your efforts to diversify internally, which means everyone, I mean everyone, must have a seat at the table and a voice at the table to ensure you get the best results internally.”

This article appeared in the June edition of InsideCounsel. Reprinted with permission.

About the Author

Zach Warren is Assistant Editor of InsideCounsel magazine, where he oversees online content submissions and administers InsideCounsel’s enewsletters. Zach specializes in new media and multimedia content, having worked previously in both TV and online journalism. Before InsideCounsel, he worked primarily in the sports arena as Editor in Chief of startup analytics company numberFire and as play-by-play broadcaster for the Cotuit Kettleers of the Cape Cod Baseball League. Zach earned a B.S. in broadcast journalism from Northwestern University’s Medill School of Journalism.
Technological Advancements Assisting Attorneys with Disabilities

Ernest Holtzheimer

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The constant evolution of technology has changed the way millions of individuals around the world conduct their daily lives, both personally and professionally. Nevertheless, a less publicized aspect of the technology revolution is the impact it has made in assisting attorneys with disabilities, whether they are affected by vision, speech, hearing or mobility impairments. Driven by the American Disabilities Act (“ADA”) and the nation’s aging population, the assistive technology marketplace now boasts thousands of products, including text-to-speech readers, talk-to-text transcription software, and high-tech braille keyboards. It is important to note that many of the advancements in software technology are now offered as standard applications in the latest computers and smart phones, providing access with no additional cost to those who require them. Advancements in Screen Readers, Dictation Software, and Digital Hearing Aids have made our profession more accessible to individuals with physical disabilities.

Screen Readers

Screen readers are software programs that allow blind or visually impaired users to read the text that is displayed on their computer screen with a speech synthesizer or braille display. These software solutions can be free, but may also come with a price tag over $1,000. For example, VoiceOver, a technology provided by Apple (and provided standard on Mac computers, iPhones and iPads), makes the information displayed on a screen accessible to those who cannot see it by outputting visual information on the screen into audio format or digital braille.1 Placing this into context, screen reading software solutions, such as VoiceOver, allow visually impaired lawyers to easily read/write memos, email, and perform legal research.

Dictation Software

Individuals with mobility issues face different challenges when it comes to using a computer, most notably, the basic use of a keyboard and mouse. Advancements in talk-to-text transcription software programs, such as Dragon Dictate, have removed the mechanical aspects of typing by allowing users to perform tasks such as drafting documents and sending emails by simply speaking. While talk-to-text software programs are not a recent advancement (the first effort to have computers transcript human speech was in the 1930’s), access to these solutions are now standard applications on computers and smartphones. Recently, a majority of the top cell phone manufacturers have included dictation software as standard software in their cell phones. Although the marketing for these applications has moved away from targeting individuals with disabilities, speech recognition technology on smartphones and computers can still benefit people with limited use of their hands or

1 https://www.apple.com/accessibility/osx/voiceover/
limited dexterity. These limitations include people with repetitive stress injuries such as carpal tunnel syndrome, and people with learning disabilities who have difficulty writing.

**Digital Hearing Aids**

A common complaint of individuals with hearing loss is performance in background noise. Newer digital hearing aids, as opposed to older analog hearing aids, have provided a solution to this problem through the option of more than one listening program. Hearing aid users can set their devices to a variety of settings, such as limiting background noise for a networking event or completely eliminating background noise for a courtroom environment. Hearing aids with multiple setting features may automatically change or can be manually changed by the individual.

Another recent advancement in hearing aids has been directional microphone technology. Hearing aids with directional microphones typically have two microphones that provide the user the ability to focus one microphone towards the sound source while the other decreases background noise. Features like directional microphones are possible because hearing aids are now controlled by tiny computers that analyze and manipulate sound.

Other hearing aid advances include units that can receive Bluetooth audio by wirelessly connecting with devices such as tablets and smart phones. The ability to use a tablet or a smart phone to adjust hearing aids or to focus them by having your phone become an assistive listening device has improved the lives of people with hearing loss and added to the usefulness of hearing technologies. Tech companies, such as Apple, have recognized the need for this technology and have begun working with hearing aid manufacturers to incorporate standard equipment in smartphones that links seamlessly with users’ hearing aids for easier control right out of the box.²

**Conclusion**

As evidenced above, technology has continued to provide more individuals with disabilities easier access to careers in the legal field. With technological innovations continuously being developed and refined (think Google Glass and Apple Watch), the future seems bright for further advancements in assistive technologies, and in turn, for an increased number of attorneys with disabilities.

**About The Author**

Ernest Holtzheimer is a rising 3L law student at Drexel University Thomas R. Kline School of Law. Through the Philadelphia Diversity Law Group Fellowship Program, Ernest is now in his second summer as a Summer Associate at Montgomery, McCracken, Walker & Rhoades, LLP in Philadelphia.

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The Honorable Inez Reid – The Road Less Traveled

Mark Wade, Jr.

Back at the start of my internship at the Attorney General for the District of Columbia, I had the pleasure of meeting Judge Inez Reid at the Washington Bar Association’s 2014 Annual Conference. Despite her highly respected position as a judge on the DC Court of Appeals, she was very humble. I immediately realized that my internship was right across the street from her chambers, so I made it a priority to meet with her for coffee, which resulted in an unforgettable thirty-minute discussion filled with invaluable wisdom.

In this first of two meetings with Judge Reid, she shared with me three simple tips that were overlooked by many law students. First, she urged me to ensure that I take the bar very serious while preparing. Her second tip was to “be patient.” Judge Reid pointed out how so many law students want to start making the “top dollar” right out of law school, and many of these law students end up joining law firms for the money, ultimately hating their work-life balance, or lack thereof. Last, and most notably, she emphasized the importance of being adaptive in this challenging job market, to take on challenging positions, and to understand that I may very well have to temporarily take a “second choice” job.

This advice was clever, yet simple, and the exact encouragement I needed to reevaluate my expectations as I approached my final year of law school. To my disbelief, as I would soon come to discover, Judge Reid’s timeless advice stemmed from her own life experiences! Judge Reid has an amazing story that is of a young black woman who overcame racism and sexism on her unique journey to becoming a judge for the DC Court of Appeals. It all started in New Orleans, Louisiana in 1937, where Judge Inez Reid (Inez Smith) and her twin brother, George Smith, were born. At the age of two or three, Judge Reid’s mother returned to her segregated hometown, Washington, D.C., with Judge Reid and her brothers; the siblings lived with their mother, grandmother, and great uncle. It was in this black community, that Judge Reid was surrounded by a nurturing community, which was comprised of church, school, and family. Reid said that, while growing up, family was the center of everything.

Judge Reid grew up in an old fashioned time, what I would like to call the “good ol’ days,” when families spent time together, not time on social media. There was no television and Sundays meant going to church, visiting relatives, and staying home for a nice quiet Sunday evening. Her family’s economic situation was poor; however, there was a premium on education and “the need to keep going.”

During these times, the segregated black Northeast D.C. was providing its children wonderful educations; however, a large number of highly educated blacks could not get jobs due to racism. The by-product of this was high schools like Dunbar High School, Judge Reid’s alma mater, receiving faculty members who received Masters and Ph.Ds. from prestigious universities. These teachers came to teach high school students that were motivated and inspired, and Judge Reid, in a sense, became the beneficiary of a racist system that denied these high school professors employment in the sectors that they originally targeted.

As a result, Judge Reid began studying French in elementary school and eventually became fluent. Additionally, Judge Reid’s high school education gave her a wonderful foundation in Latin. Lack of motivation was not an issue for Judge Reid, as the culture of Dunbar High School was electric. Dunbar students were constantly being reminded of the
students that came before them and achieved greatness. Additionally, Judge Reid had access
to many of the Dunbar alumni throughout her community. In the church alone, Judge Reid
had access to high school and Howard University students and professors.

As one could assume, Judge Reid did not get very much exposure to other races
while growing up in segregated Washington, D.C. Judge Reid’s only exposure to whites,
until college, was the “Jewish people who owned the corner store.” Judge Reid’s decision to
attend college\(^1\) opened the world up to her as she was able to encounter gifted individuals of
all races at Tufts University. Upon entering Tufts as a sophomore, Judge Reid never
intended to become an attorney. Rather, she only endeavored to get a well-rounded
education. During her time at Tufts, Judge Reid studied Sociology, English, Literature,
Philosophy, and Religion.

It was during Judge Reid’s senior year at Tufts University that her brother, George,
who was now finishing his final year at Yale, asked her to attend Yale law school with him.
Once admitted, Judge Reid and her brother were reunited and they became the only two
black students in their class at Yale Law School. Here, Judge Reid and her brother were
commonly mistaken as the school’s clerical staff or janitor, respectively. Despite this
challenge, Judge Reid’s experience at Yale Law School was rather positive.\(^2\) Judge Reid
boasts of Yale’s “great professors, great courses, and the hard work that was required.”

Judge Reid explained that the students were generally pretty cordial, even though
there were the few racists who were at Yale as well. One of which went so far as to call the
Ku Klux Klan “nothing but a mere ‘social club’” during a Torts class. Nevertheless, there
were students who were especially kind to Judge Reid during her time at Yale, such as James
O. Freidman, the late, former President of Dartmouth College.

In Judge Reid’s third year of law school, she was approached by the Associate Dean
of the law school, who was a white southerner. The Dean said that she and her brother
were not going to get hired by any law firms and that they should look into government
opportunities. Accordingly, Judge Reid started looking into “back-up” opportunities, just in
case this Dean was right. She applied to two opportunities, one of which was a government
opportunity that hired a woman the prior year but would likely hire a man that year. She
ended up jobless post-graduation. Fortunately, she applied for a Ford Foundation Foreign
Area Training Fellowship and enrolled in a masters’ degree program in political science at
U.C.L.A., with a concentration in African Studies, and anticipated studying in Africa the
following year. However, Yale Law School asked her to consider a position, partially funded
by the Ford Foundation and partially funded by the Congolese government, in Congo/
Leopoldville, Africa to teach students studying to become Magistrate Judges.

Life being the unpredictable journey that it is, Judge Reid found herself using her
fluency in French to teach the law in French to judges in Congo/Leopoldville during a Civil
War. Putting aside the bombings that were occurring downtown and the rules, curfews, and
occurrences that really can only happen during a war; Judge Reid loved the experience. She
enjoyed being apart of the little community of educators that lived down there.

One would assume that by going to Africa, Judge Reid would have escaped racism;
however, this was unfortunately not the case. Congo/Brazzaville, the Republic of the
Congo, and Congo/Leopoldville, now Congo/Kinshasa, Democratic Republic of Congo,

\(^1\) Judge Reid first attended Howard University and then matriculated at Tufts University.
\(^2\) While at Yale, Judge Reid roomed with Eleanor Holmes Norton, fellow Dunbar High School alum and now
the District of Columbia’s Delegate to Congress, and also befriended and lived with popular law figure, Mariam
Wright Edelman, who now heads the Children’s Defense Fund.
was colonized by the French and Belgians, respectively. The colonization of this land for its precious raw materials led to the brutal treatment and near enslavement of the locals. By the time Judge Reid arrived, there was still a large black population that was underserved and in need of a formal educational structure. Judge Reid, as an educated African American and a foreigner to Congo, had a unique lens to look through as she worked with the largely French management of the legal education program. While teaching in the French language, Judge Reid had to stay two-steps ahead of her supervisor; an egotistical, condescending French law professor/administrator at the National School of Law and Administration who believed that the European education system was superior to the United States.

What many of Reid's European colleagues did not get to see, largely due to their misconception of the African race as monolithic, was the tensions between tribes within Congo. This is highlighted by one episode where Judge Reid was approached by a scared Congolese member of the administration who asked her for her help getting protection due to issues in connection with the ethnic tensions that were happening at the time within Congo.

Truly Judge Reid's time in Congo was unlike any other experience she had ever encountered. Just eight years earlier, she had hardly encountered any whites in her life; now she was flying back to the United States after working with European law professors to teach criminal law to Congolese judges. Though Judge Reid did not escape the racism that she encountered in the United States by going to Africa, she did open up the world to herself, literally.

With a new-found vigor for education, in addition to an unforgiving job market for black law school graduates, Judge Reid went straight into education. Reid started a 12-year teaching career, which started at the State University of New York. During these years she enrolled at Columbia University's Graduate School and eventually taught at Lehman College, Hunter College, Brooklyn College, and Barnard of Columbia University.

Judge Reid found satisfaction in the work that she was doing as a teacher, but desired to work in the international realm. Reid got involved with different non-government organizations that focused on black women's issues and community development. Through this work Judge Reid encountered and was referred by a white woman to her husband who was a managing partner at a law firm. When Reid met with the man for an interview, the managing partner told the Yale Law School graduate that she could only have a job opening junk mail! Judge Reid declined the offer.

It was while Judge Reid was teaching at Columbia University’s Barnard College in the late 1970’s, when her brother called, urging her to take on an opportunity to justify her law degree. Shortly after, Judge Reid to took a leave of absence from Barnard to serve as General Counsel for the New York State Division for Youth. It was not too long after her work at the New York State Division for Youth that Judge Reid got her big break. Judge Reid was called by President Carter’s administration and offered the position as Deputy General Counsel for Regulation Review of the old federal Department of Health, Education and Welfare. Her move to D.C. seemed to be not only a home coming, but also good luck, as she was soon thereafter called by the Carter administration again and offered the position of Inspector General of the Environmental Protection Agency, which required Reid to bring together accountants and investigators. The job was challenging and pushed her to learn quickly and get out of her comfort zone, which was very rewarding.

Just when Judge Reid’s career seemed to be filled with endless possibility, President Regan was elected and Judge Reid found out through an announcement on television that she, and all of the other Inspector Generals which served under the Carter Administration,
were fired. She arrived at work to be told, “Inez, you’re fired.” Judge Reid simply walked across the street and applied to Corporation Counsel for the District of Columbia (now Attorney General, District of Columbia). She was hired as a law clerk and, through hard work and dedication, rose through the ranks until eventually becoming Corporation Counsel.

Just Reid practiced with a couple of law firms and eventually was called by her twin brother, who was then a judge in New York, and through a series of events was given the opportunity to go on the bench. She is now a judge for the D.C. Court of Appeals, a true success story, as a woman who overcame incredible odds.

Judge Reid’s career had its fair share of setbacks. As law students, we are afraid of not getting a job at a law firm or government agency straight out of law school. Well, Judge Reid had to pursue a completely different profession for 13 years due to racism and sexism. Judge Reid simply stated that, “you can never lose sight of reaching your ultimate goal, even if you don’t know what the end goal is yet.” She also encourages students to take on all opportunities and learn on the job. She is also a big advocate of participating in Bar Associations and networking.

We can learn a lot from Judge Reid’s story, but a few things really stuck out to me. Judge Reid was forced to teach for over a decade before she could practice law. By the time she was actually able to practice law, the learning curve was lessened and she went on to still have an amazing career, which she continues to enjoy to this day. Judge Reid demonstrated poise and resilience as she bounced back, time and time again, from set backs; from being fired as Inspector General of the Environmental Protection Agency, to even “the break-up” of the first law firm that she joined. Judge Reid has proven that what determines success is one’s interpretation of and response to failure. Judge Reid truly is a symbol of courage and embodies the concept of the lawyer being a life-long learner, which is evidenced by her pursuit of a range of traditional and non-traditional challenging opportunities with the odds stacked against her.

Last, but definitely not least, Judge Reid’s story demonstrates that “[w]e are always being watched.” Judge Reid tirelessly developed herself professionally and brought a tenacious work effort to every position that she ever held. As we know, people were watching her and assessing her at every level. Due to her work product and professionalism, she was tapped for opportunities on several occasions by the President’s administration, and to this day sits on the bench of the D.C. Court of Appeals, the highest court in the District of Columbia.

In the District of Columbia, Judge Reid is an unsung hero and a trailblazer for the next generation of attorneys. Her achievements serve as a reminder of the progress that has been made in diversity and inclusion, and provides a reminder of the progress that can still be made. I hope that we can all take the principles that Judge Reid has lived by, as well as the humility and patience that Judge Reid has demonstrated throughout her career, and apply them to our careers. Perhaps then we can see how beautiful a career in law can be, even if it is on the road less traveled.

About the Author

Mark Wade Jr., JD, MBA is a candidate for both the New York and New Jersey bar. He was awarded a Doctor of Jurisprudence and Master of Business Administration from American University and earned his Bachelor of Arts from Columbia University. Mark is interested in Securities and Corporate Tax and will be clerking for the Honorable Joshua D. Novin at the Tax Court of New Jersey. Mark is a member of the American Bar Association and serves as
a member of the ABA Business Law Section’s Diversity Committee. Mark is from Northern New Jersey and enjoys reading, sports, mentoring, and spending time with family.
<table>
<thead>
<tr>
<th>Name</th>
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<th>Substantive Committee</th>
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<td>William J. Roberts</td>
<td>2014-2016</td>
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## Leadership Diversity Outreach Committee (LDOC)
### Incoming Class List
#### 2015-2017

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<tr>
<th>Name</th>
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<th>Employer</th>
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<td>Eric Klinger-Wilensky</td>
<td>2015-2017</td>
<td>Morris, Nichols, Arsht &amp; Tunnell LLP</td>
<td>Mergers and Acquisitions; Financing; Governance</td>
<td>Wilmington, DE</td>
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<td>Michael Vargas</td>
<td>2015-2017</td>
<td>Rimon P.C.</td>
<td>Corporate Law; Corporate Finance; Corporate Governance; Mergers and Acquisitions; Securities Law; Corporate Social Responsibility; Nonprofit Law</td>
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<td>Keola Whittaker</td>
<td>2015-2017</td>
<td>Miller Barondess LLP</td>
<td>Commercial Litigation</td>
<td>Los Angeles, CA</td>
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<td>Jeffrey Koh</td>
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<td>Ropes &amp; Gray LLP</td>
<td>Mergers and Acquisitions; Private Equity</td>
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<td>Ankur Shah</td>
<td>2015-2017</td>
<td>Freddie Mac</td>
<td>Intellectual Property; Litigation</td>
<td>McLean, VA</td>
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<td>Courtney Fong</td>
<td>2015-2017</td>
<td>Achievement Asset Management LLC</td>
<td>Hedge Funds; Investment Advisors; Securities; Corporate</td>
<td>Chicago, IL</td>
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<td>Daniel Knudsen</td>
<td>2015-2017</td>
<td>Oklahoma Indian Legal Services, Inc./Court of Appeals, Chippewa Cree Indians of the Rocky Boy’s Reservation of Montana</td>
<td>Native American Taxation, Revenue, Finance, Employment, Estate/Probate, Grant Management; General Business Law</td>
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<td>Jerome Crawford</td>
<td>2015-2017</td>
<td>Dickinson Wright PLLC</td>
<td>Commercial Litigation; Intellectual Property (Copyright and Trademark Law); Corporate; Information Technology; Entertainment/Sports Law</td>
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<td>Paige Greenlee</td>
<td>2015-2017</td>
<td>Greenlee Law PLLC</td>
<td>Commercial Litigation; Bankruptcy</td>
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<td>Rachel Marin</td>
<td>2015-2017</td>
<td>Bank of America, N.A.</td>
<td>Digital Banking; Mobile Wallets; Virtual Currency; Regulation E; Digital Marketing; Americans with Disabilities Act; Fair Credit Reporting Act</td>
<td>Wilmington, DE</td>
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<td>Alex Dugan</td>
<td>2015-2017</td>
<td>Bradley Arant Boult Cummings LLP</td>
<td>Business Bankruptcy; Consumer Bankruptcy; Consumer Financial Services</td>
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<td>Tomas J. Garcia</td>
<td>2015-2017</td>
<td>Modrall Sperling</td>
<td>Commercial, Healthcare, and Natural Resources; Administrative and Energy laws; State Lobbying</td>
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<td>Sahmra Stevenson</td>
<td>2015-2017</td>
<td>S.A. Stevenson Law Offices LLC</td>
<td>Estate and Business Planning; Alternative Dispute Resolution and Mediation; Family Law and Civil Litigation</td>
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