



Virginia
Essandoh

MESSAGE FROM THE CHIEF DIVERSITY OFFICER

Welcome to the latest issue of *Spectrum*, highlighting efforts to advance diversity here at Ballard Spahr and in the legal profession.

A newsletter is an effective means to communicate some of the internal and external efforts and successes associated with having a diverse law firm and legal profession. It's easy to highlight our national recognitions and acknowledge our external successes. What a newsletter cannot convey are the everyday, subtle successes and the unconscious rewards that often happen in our law firm.

While the job of advancing diversity may be led by a few, it cannot happen without the hard work of many. Disappointments and frustrations come with every job, but the smallest successes in diversity feel as if mountains have been moved. I see our own advancement in everyday situations. I see progress in all aspects of our firm, whether it is a summer associate class that remains diverse despite a shrinking class size, partners who comfortably navigate diversity discussions with clients, or client teams that are diverse without effort. When diversity and inclusion start to happen organically, it means the foundation is getting strong and that systems are in place to ensure we harness our diversity as a competitive advantage and a strategy for success.

- Virginia G. Essandoh, Chief Diversity Officer

SPOTLIGHT: AN INTERVIEW WITH EMILIE R. NINAN, MANAGING PARTNER, WILMINGTON; PRESIDENT-ELECT OF THE NORTH AMERICAN SOUTH ASIAN BAR ASSOCIATION (NASABA).



Emilie Ninan

Q: Tell us about your practice at Ballard Spahr.

A: As a partner in the Public Finance Department, I work with governmental entities and conduit borrowers such as 501(c)(3) organizations to obtain lower-cost tax-exempt bond financing for capital projects. I've spent my entire legal career in Delaware and am the partner responsible for the firm's public finance practice in the State. I also deliver Uniform Commercial Code and other third-party opinions relating to questions of Delaware law in commercial transactions.

IN THIS ISSUE:

Message from the Chief Diversity Officer.....	1
Spotlight.....	1
Diverse Lawyer Hires.....	2
Affinity Groups.....	2
We Join 'Ring of Champions' Mentoring Program	3
In the News.....	3
Out and About.....	6
Celebrating Women and Fashion.....	8
Facts & Figures.....	8
Mentoring: A Success Story	8
In the Pipeline	9
Martin Luther King Jr. Day of Service	10
Diversity Writing Program.....	10
Awards and Recognition	11
Events and Sponsorships.....	11
Diversity Council Members.....	12

Q: Tell us something about being Managing Partner of the Wilmington office.

A: The Wilmington office comprises a diverse group of about a dozen relatively young energetic partners and associates and our supportive staff. As Office Managing Partner, my focus is on identifying opportunities for local growth through hiring and client development and increasing efficiency of office operations through clear communication and coordinated efforts. I also work with the Office Administrator on issues related to personnel and budget, and represent the firm at various events in the Delaware community.

Q: What is the mission of NASABA? And what are your goals as President?

A: NASABA is a volunteer bar organization composed of 27 chapters representing more than 6,000 South Asian lawyers across North America. In addition to providing professional development, leadership, and business development networking opportunities, NASABA provides a voice and advocacy with respect to issues of interest to the South Asian community at large. I will become President as NASABA enters its 10th anniversary year. I plan to focus on adding value to our members in these tough economic times, identifying new avenues of sustainable revenue, and strengthening our affiliate relationships with the ABA and other bar and community organizations.

Q: What is the benefit of involvement in affinity bar associations?

A: Affinity bar associations are a tool to expand your client base. For example, NASABA helps facilitate the creation of a personal business development network by bringing together in-house and law firm attorneys at its annual convention. Affinity bars also provide participants with professional development and leadership opportunities—access to which often comes much sooner than in other bar organizations.

Q: Finish this statement, “At Ballard Spahr, diversity is _____”

A: A core value—the norm, not the exception. The fact that, as a partner of color at the firm, I am not required to serve on the diversity committee speaks volumes. In many other firms I’d be expected to actively participate in recruiting, retention, and diversity committee activities because there are not a sufficient number of minority attorneys to share the work. At Ballard, I participate in those activities simply because I want to.

DIVERSE LAWYER HIRES

SEPTEMBER 2011 - MAY 1, 2012



Sharifa Anderson



Han Choi



Chad Flores



Leslie Gomez



Mary Cate Gordon



Isidor Kim



Christopher Massey



Andrew McCarthy



BJay Pak



Roberto Rivera-Soto



Ashley Wilson

Nicole Sugarman (not pictured)

AFFINITY GROUPS

Our affinity groups comprise lawyers who come together because of shared experiences or backgrounds and who provide professional and business development support to one another. These groups exemplify our commitment to support, encourage, and retain lawyers through informal mentoring, internal networking, and business development support. We have the following affinity groups: Ballard Women, Equality Ballard, Female Non-Partner Lawyers Group, Diverse Non-Partner Lawyers Group, and the Work-Life Flexibility Group. The groups are open to all Ballard Spahr lawyers.



M. Michelle Allred

Leaders: **M. Michelle Allred** and **Alexandra Bak-Boychuk**

Female Non-Partner Lawyers Group presents program: Plus One Networking Event

In December, the Female Non-Partner Lawyers Group hosted a networking event at the Center for Art in Wood. The event, dubbed “Art in the City,” was designed to be a “plus-one” affair, in which female lawyers invited fellow female professionals from other fields to enjoy an evening of art, cocktails, and hors d’oeuvres. Women from a variety of companies and organizations attended the event. Albert LeCoff, co-founder and executive director of the gallery, offered a tour and spoke on the history of wood turning.



Alexandra Bak-Boychuk

LeCoff, co-founder and executive director of the gallery, offered a tour and spoke on the history of wood turning.



Tejal Mehta

Leader: **Tejal Mehta**

Diverse NPL Group engages in Professional Development Sessions

The Diverse NPL Group participates in ongoing programming to promote the professional goals of diverse attorneys and to address the unique challenges and opportunities of diverse lawyers in the legal profession. The group participated in three sessions. The first program was a workshop on exploring personal brand and communication style. The second was on dressing for success and understanding/perfecting your internal style and professional polish. The final program was on creative leadership and reinventing relationships to build your practice.



Lawyers in the Atlanta Office lead a workshop on Resume Tips

The Diverse NPL Group also hosted a Resume Writing and Interview Skills Workshop for diverse first-year law students. Workshops were held in our Atlanta, Philadelphia, and Washington, D.C., offices. Students received candid feedback on their resumes and participated in mock interviews with the firm’s lawyers.



Laura Krabill

Leader: **Laura Krabill** and **Lindsey Erme**
Equality Ballard

Equality Ballard would like to give a special thanks to the attorneys in the Philadelphia office who supported Brian Sims’ successful campaign to become the first openly gay Pennsylvania state legislator. In March, we hosted a networking event for the University of Pennsylvania Law School’s Lambda Law first-year students. In the coming months, members of Equality Ballard will attend this summer’s Lavender Law Conference in Washington, D.C.-the largest LGBT legal recruiting event in the country. Equality Ballard is also working

with the Gay and Lesbian Rights Committee of the Pennsylvania Bar Association to create a reference guide to the differences in treatment of same-sex couples versus married, opposite-sex couples under Pennsylvania law.



Lindsey Erme

WE JOIN ‘RING OF CHAMPIONS’ MENTORING PROGRAM



Marcel Pratt

The Philadelphia Diversity Law Group (PDLG) established the “Ring of Champions” mentoring program as part of its 10th anniversary celebration. The program is a retention initiative that

encourages law firm partners to mentor diverse attorneys in the area of rainmaking and business development. The purpose of the mentorship program is for young associates to learn how partners develop and maintain business—with the goal of the associates one day doing the same. Business and Finance Partner **Justin Klein** and Litigation Associate **Marcel Pratt** are participating in this mentoring program that emphasizes professional and business development by reaching beyond the walls of the firm. Mr. Klein and Mr. Pratt attend social gatherings with prospective and current clients, board meetings for various civic organizations in which Mr. Klein is involved, political fundraisers, and other events where business development can occur.

In this issue of *Spectrum*, we share Mr. Pratt's experience. We will bring you Mr. Klein's perspective in the next issue. Mr. Pratt sees tremendous value in the program:

“Outside of developing technical legal skills, the best training a young associate can receive is observing an experienced rainmaker engage in the art of business development. Creating new relationships and cultivating current ones are essential ingredients to any sound business development strategy. Increasing your visibility and building your reputation are also important, which Justin has accomplished through active community involvement outside of the legal profession. In addition to having a reputation for being a highly skilled lawyer, Justin is widely known for being a *good* person—and being kind to people goes a long way. As far as building my own relationships, I have connected with Justin's friends and colleagues, and I have also established relationships with their mentees, who, like me, are also promoting their careers.”

IN THE NEWS



Lila Shapiro-Cyr



Erica Leatham

We are pleased to share recent headlines with you.

Ballard Spahr Lawyers Named to Maryland's Top 100 Women

Lila Shapiro-Cyr and Erica A. Leatham were

named to the *Daily Record's* list of Maryland's Top 100 Women. The award recognizes the accomplishments of women who have achieved professional success and are making a difference through their leadership, community service, and mentoring.



Rachel Keene

Rachel M. Keene Receives Next Generation of Women Leadership: Rising Stars Award

Rachel M. Keene, a litigation associate in Philadelphia, was recognized as one of the “Next Generation of Women Leadership: Rising Stars.” The award honors women aged 25 to 39 for their outstanding professional accomplishments and devotion to community service in the Philadelphia area. Ms. Keene will receive the award in a ceremony at City Hall. She is one of 10 Philadelphia women to be recognized.



Lila Shapiro-Cyr

Lila Shapiro-Cyr Elected to the Board of the Lawyers' Committee for Civil Rights Under Law

Lila Shapiro-Cyr was elected to the Board of Trustees of the Lawyers' Committee for Civil Rights Under Law. The committee is a nonprofit organization that provides pro bono services to people who have experienced racial discrimination. Its services include public policy advocacy, community legal education, community economic development, and assistance with other civil rights issues.

Ballard Spahr Adds Noted Legal Team in Atlanta Office

Ballard Spahr significantly expanded its litigation and public finance capabilities in the Southeast with the addition of three well-respected Atlanta attorneys, including the first Korean American elected to the Georgia House of Representatives.

Partners Han C. Choi and Byung J. Pak and of counsel Isidor J. Kim have diverse practices and represent regional, national, and international clients. They are well known for their work with Korean businesses, a market sector that is growing rapidly in the Southeast. The new partners join Ballard Spahr from Schiff Hardin; Mr. Kim was formerly at Miller & Martin.



Kimberly Betterton

Kimberly C. Betterton Elected to Board of National Association of Bond Lawyers

Kimberly C. Betterton has been elected to the Board of Directors of the National Association of Bond Lawyers (NABL). NABL promotes the integrity of the municipal market by helping to educate people about public finance law and providing a forum for the exchange of ideas on law and practice.



Amy McClain

Amy M. McClain Named to Daily Record's 2011 Leading Women

Amy M. McClain was honored by the *Maryland Daily Record* for her outstanding accomplishments. Ms. McClain is one of 46 women under the age of 40 who were

recognized for their exceptional “professional experience, community involvement, and commitment to inspiring change.”



Norman Parker, Jr.

Norman E. Parker, Jr., Elected Vice Chair of Elijah Cummings Youth Program in Israel

Norman E. Parker, Jr., was elected Vice Chair of the Board of Directors of the Elijah Cummings Youth Program in Israel (ECYP). Created to improve relations between the Black and

Jewish communities, ECYP fosters positive relations among all ethnic communities in Maryland’s Seventh Congressional District. The program concentrates on leadership development, the promotion of inter-ethnic understanding and tolerance, and civic involvement.



Lucretia Clemons

Lucretia C. Clemons Recognized for Community Service Work

Lucretia C. Clemons was honored by the Black Law Student Association of Temple Law School with the Cecil B. Moore Award for Community Service. The award, named for Philadelphia attorney and civil rights activist Cecil B. Moore, is given

annually to a member of the Philadelphia legal community who has selflessly served the community.



Geoffrey Bruen

Geoffrey D. Bruen Appointed to GALLOP Board

Litigation associate **Geoffrey D. Bruen** has been appointed to the Board of Directors of the Gay and Lesbian Lawyers of Philadelphia (GALLOP). Founded in 1986 as the Philadelphia Attorneys for Human Rights, GALLOP is an

organization of legal professionals that seeks to cultivate a community for gay, lesbian, bisexual, and transgender lawyers in the Philadelphia area. Its mission is to promote the civil and human rights of the LGBT community, to open access to LGBT attorneys, and to promote the professional advancement of LGBT lawyers. Mr. Bruen will serve a one-year term on the board.

Ballard Spahr Named among 2011 Best Law Firms for Women

The firm was recognized as one of 2011’s Best Law Firms for Women, according to an annual survey conducted by the National Association for Female Executives (NAFE) and Flex-Time Lawyers. Winning law firms were selected based on such categories as family-friendly benefits and policies, time flexibility, development and retention of women, leadership opportunities, and advancement and compensation of women. Women constitute 25 percent of equity partners at Ballard Spahr, compared with the national average of 15 percent, as reported in the 2010 National Association of Women Lawyers (NAWL) Survey.



Valarie Allen



Lucretia Clemons

Valarie J. Allen and Lucretia C. Clemons Receive Diversity Honors

Valarie J. Allen and Lucretia C. Clemons were honored at the second annual Pennsylvania

Diversity and Leadership Conference, sponsored by the National Diversity Council. Ms. Allen received the Most Powerful and Influential Woman Award and Ms. Clemons the Multicultural Leadership Award at the event.



Marlene Gomez

Marlene S. Gomez Honored by Hispanic National Bar Association

Marlene S. Gomez, noted for her work advising clients on environmental issues, will receive the Hispanic National Bar Association’s “Top Lawyers Under Forty” award. The award is given to

young attorneys who demonstrate professional excellence, integrity, leadership, and commitment to the Hispanic community.

OUT AND ABOUT

Ballard Spahr attorneys routinely serve as panelists and moderators at conferences relating to diversity in the legal profession.



Tejal Mehta

Tejal K. Mehta – Panelist at North American South Asian Bar Association’s (NASABA) Eighth Annual Convention

Ms. Mehta moderated a panel that discussed white collar cases in the South Asian community and related matters, such as the Galleon prosecution, securities fraud, the Foreign Corrupt Practices Act (FCPA), and export/import controls.



Tobey Daluz

Tobey M. Daluz – Presenter at the American Association of Law Libraries: 2011 AALL Annual Meeting and Conference

Fresh off the 60th anniversary of the appointment of the first African American judge to a federal court, Ms. Daluz addressed the continued need for a diverse court. She explained the vetting process for judicial nominations and discussed the effects the process has on the level of diversity in federal courts.



Roberto Rivera-Soto

Roberto A. Rivera-Soto – Panelist for Deloitte Philadelphia Hispanic Network’s “Overcoming Obstacles To Become a Leader: A Dynamic Discussion Panel”

Justice Roberto A. Rivera-Soto served on a panel of professionals from diverse backgrounds and industries who discussed their leadership experiences both inside and outside the workforce. The panelists addressed the value of diversity, as well as the role it plays throughout the life of a leader.

Mark S. Stewart, Virginia G. Essandoh, and Mary Gay Scanlon – Panelists at the National Symposium on Diversity in the Legal Profession



Mark Stewart



Virginia Essandoh



Mary Gay Scanlon

Mr. Stewart, Ms. Essandoh, and Ms. Scanlon presented at this CLE program, which brought together chief legal officers of major companies, law firm managing partners, and diversity thought-leaders from across the nation. They discussed best practices for the recruitment, retention, and advancement of women and diverse attorneys; benchmarks to measure success; the roles white men can play to advance diversity and inclusion; generational diversity and its impact in the workplace; and successful pipeline initiatives and mentoring programs.



Roberto Rivera-Soto

Roberto A. Rivera-Soto – Panelist for The National Society of Hispanic MBAs’ “Maximizing Your Leadership through Community Involvement”

Justice Rivera-Soto served on a panel of professionals who discussed how important it is for their companies to be involved with the community.

Lucretia C. Clemons and Aisha M. Barbour – Panelists at the “Brother to Brother/Sister to Sister Workshop”

Rachel M. Keene – Host of Workshop on Personal Branding



Lucretia Clemons



Aisha Barbour



Rachel Keene

Ms. Clemons, Ms. Barbour, and Ms. Keene presented as part of a series of panel discussions and workshops at the Mid-Atlantic Black Law Students Association (MABLSA)’s

44th Annual Regional Convention. The convention provides students in the region with resources to promote their educational, professional, political, and social needs and goals.

Tejal K. Mehta – Panelist at the North American South Asian Law Student Association (NASALSA): 14th Annual NASALSA Conference



Tejal Mehta

Ms. Mehta served as a panelist for the “White Collar Crime/Government Investigations and Regulatory/Compliance: Hot Topics and Trends” session. The panel of white collar crime, criminal defense, and prosecution attorneys discussed their practices, important matters they have worked on, and the ethical dilemmas they have faced.



Roberto Rivera-Soto

Roberto A. Rivera-Soto – Keynote Speaker at the Defense Research Institute (DRI): Product Liability Conference’s Diversity Breakfast

Justice Rivera-Soto gave the keynote address at DRI’s Product Liability Conference’s Diversity Breakfast.



Han Choi

Han C. Choi – Panelist at American Bar Association’s “Minority Counsel Program”

Mr. Choi joined a panel of law firm partners and corporate counsel to discuss business development strategies in a tough legal market.



Virginia Essandoh

Virginia G. Essandoh – Speaker on “How To Find and Effectively Utilize Women- and Minority-Owned Law Firms”

Ms. Essandoh addressed the Federal Home Loan Bank Counsel Committee on how to effectively find and utilize women- and minority-owned law firms.

FEATURE: CELEBRATING WOMEN AND FASHION

Ballard Spahr’s Denver lawyers and guests celebrated women and fashion with an evening at the Denver Art Museum to see *Yves Saint Laurent: The Retrospective* on April 5. Denver is the only United States stop for this stunning selection of Saint Laurent’s haute couture garments, photographs, drawings, and films that has garnered rave reviews from fashionistas and aesthetes alike. Guests admired the designer’s work while networking with other business leaders in the community.



Ballard lawyers and guests mix and mingle at the Denver Art Museum

FACTS & FIGURES

FORTUNE 500		FORTUNE 500 COMPANIES		LIST OF MINORITY GENERAL COUNSEL	
COMPANY	GENERAL COUNSEL	2011 RANK	2010 RANK	INDUSTRY	GROUPED BY INDUSTRY
Agilent Technologies	Marie Oh-Huber	419	461	Scientific, Photographic and Control Equipment	R
Allstate	Michelle Coleman Mayes	89	68	Insurance: Property & Casualty (Stock)	B
AmerisourceBergen	John Chou	27	24	Wholesalers: Health Care	I
Avis Budget Group	Michael Tucker	432	409	Automotive Retailing, Services	K
Avon Products	Kim Rucker	228	228	Household and Personal Products	E
Bemis	Sheri Edison	462	564	Specialty Retailers: Toilet Seats	E
Bristol-Myers Squibb	Sandra Leung	131	114	Pharmaceuticals	I
Broadcom	Arthur Chong	343	440	Semiconductors and Other Electric Components	A
Centene	Keith Williamson	493	488	Health Care: Insurance and Managed Care	I
Cigna	Nicole Jones ¹	122	129	Health Care: Insurance and Management	I
Consolidated Edison	Elizabeth Moore	184	175	Utilities: Gas and Electric	C
Darden Restaurants	Teresa Sebastian ¹	332	311	Food Services	J
DaVita	Kim Rivers	359	355	Health Care: Medical Facilities	I
Deere	James Jenkins	98	107	Industrial and Farm Equipment	L
Dell	Lawrence Tu	41	38	Computers, Office Equipment	A
Dole Food	Michael Carter	341	331	Food Consumer Products	J
Fluor	Carlos Hernandez	124	111	Engineering, Construction	N
General Mills	Roderick Palmore	166	155	Food Consumer Products	J
Google	David Drummond	92	102	Internet Services and Retailing	E
Guardian Life Insurance Company of America	Tracy Rich	245	237	Insurance: Life, Health (Mutual)	B
Host Hotels & Resorts	Elizabeth Abdo	494	492	Real Estate, Hotels, Casinos	N
Illinois Tool Works	James Wooten Jr.	156	169	Industrial Machinery	L
ITT	Frank Jimenez	217	214	Aerospace and Defense	L
KeyCorp	Paul Harris	417	356	Commercial Banks	F
Liberty Media	Charles Tanabe	224	227	Internet Services and Retailing	E
McDonald's	Gloria Santana	111	108	Food Services	J
Meritor	Vernon Baker	463	450	Automotive Services	K
Motorola Solutions	Lewis Stevenson ¹	116	110	Electronics, Office Equipment	A
Office Depot	Elsa Garcia	211	192	Specialty Retailers	E
PG&E Corp.	Hyun Park	177	173	Utilities: Gas and Electric	C
Praxair	James Broadlove	241	262	Chemicals	D
Publix Super Markets	John Attaway Jr.	102	99	Food and Drug Stores	D
Sara Lee	Paulette Dodson ¹	191	180	Food Consumer Products	J
Sempra Energy	Javido Chaudhri	274	280	Utilities: Gas and Electric	C
Spectra Energy	Reginald Hedgebeth	441	437	Pipelines	C
Starbucks	Paola Boggs	229	241	Food Services	J
Symantec	Scott Taylor	382	353	Computer Software	A
Synnex	Simon Leung	281	294	Wholesalers: Electronics and Office Equipment	A
Targa Resources	Paul Chung ¹	416	505	Pipelines	C
Thermo Fisher Scientific	Seth Hoogasian ¹	227	234	Scientific, Photo Control Equipment	R
United Continental Holdings	Brett Hart	114	140	Airlines	M
United Parcel Service	Terri Plummer-McClure	48	43	Mail, Packaging, Freight	T
Xerox	Don Lui	121	152	Office Equipment	A

¹New to List

DIVERSITY & THE BARSM SEPTEMBER/OCTOBER 2011 MCCA.COM

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The chart above shows the growing diversity of General Counsel in a variety of industries.

MENTORING: A SUCCESS STORY

Tacked to the bulletin board in Arash Micaily's office is a report card. It belongs to Constitution High freshman Keith Forbes, Mr. Micaily's mentee through the Ballard Spahr mentoring program.

"When I met Keith at the start of the program, he asked me to help him stay motivated with his school work," explains Mr. Micaily, an associate in the Environment and Natural Resources Group. "So, that's what I do."

Mr. Micaily sends Keith a text message every day after school to ask if he's home and to remind him to do his homework. The texting often continues into the evening.

"We text a lot, actually," says Mr. Micaily. The daily homework reminder, he says, turned into conversations about school. Whenever Keith encountered a scholastic quandary, he and his mentor discussed it and came up with a plan to handle it. When Keith didn't like one of his teachers, Mr. Micaily gave him advice on how to learn from the situation and use it to his advantage.

"Since Arash started mentoring me, my grades have gone up," says Keith. It helps, he says, to have someone to remind him to do his school work, but the real source of the motivation is knowing that Mr. Micaily has a sincere interest in wanting Keith to succeed.

"It means so much to me that someone like Arash takes time out of his day to work with me. He's always so positive and encouraging. He gives really good advice. I know that he really wants me to be successful and it just means a lot."

Beyond the advice and encouragement, Mr. Micaily says he mostly just listens. He wants to understand Keith so that he can be a better mentor and, in doing so, has become a good friend to Keith. Somewhere between offering advice on school work and venturing out to a 76ers game, he and Keith have really hit it off as friends.

It's this friendship that Mr. Micaily has come to value most. Conventional wisdom says the purpose of mentoring programs is to enrich the lives of the mentees, but Mr. Micaily says his work as a mentor has equally enriched his life.



“There are so many reasons to be a mentor. I wanted to be a part of the program to give back to the city on a one-on-one level. Growing up in Philly, I always had good mentors, so I wanted to be a good mentor to someone else. But the friendship I have with Keith is the bonus that makes it really fun.”

In 2012, Ballard Spahr marked its sixth year of a groundbreaking pipeline partnership with the Philadelphia School District, the National Constitution Center, and the Gilder Lehrman Institute of American History to sponsor Constitution High School. This magnet school—with a student population that is 80 percent minority—is the only high school in the Philadelphia School District whose theme is civics, democracy, and history. A select number of students are accepted into Ballard Spahr’s mentoring program and are matched with lawyers, paralegals, or staff. Students are advised on academic and career choices. Ballard clients also participate in this mentoring program.

IN THE PIPELINE

Ballard Spahr’s diversity strategy includes the mission to advance diversity in the legal profession. An important part of that strategy is to increase the pipeline of diverse students interested in a career in law. We set out to do this through a variety of initiatives, the most notable of which is our partnership with Constitution High School—the civics, history, and law magnet school that the firm helped to found in 2006. Our activities with the school include formal mentoring programs, mock trial coaching, summer internships, scholarships, and job shadowing.

During the month of February, Ballard hosted its 6th Annual Job Shadowing program for freshmen at Constitution High School. The program is designed to expose the students to a variety of legal career-related disciplines. For many of the students it was their first and only exposure to lawyers from a variety of backgrounds. The full day of activities included group activities, discussions with lawyers and staff about their careers, and a roundtable discussion led by Shannon Duffy about the nature of First Amendment rights in a high school setting. Speakers for the roundtable sessions included Chief Judge Theodore A. McKee of the Third Circuit Court of Appeals and Reginald Shuford, the Executive Director of the American Civil Liberties Union of Pennsylvania. Students also spent time with a lawyer or staff host to talk one-on-one about their careers. The day ended with an inspiring motivational speech by Senior Paralegal Keith Garland.

This summer two students from Constitution High will serve as interns. In June, we will award our third annual Diversity = Excellence scholarship.



Troy Larson teaches negotiation skills to the 9th graders.



Students participate in First Amendment rights discussion.



Ballard Spahr’s Shannon Duffy and ACLU lawyers invite questions from the students.

DIVERSITY WRITING PROGRAM

The Phoenix office participated in the Diversity Legal Writing Program, which connects second-year minority law students with private law firms to develop writing skills and provide clerking experience. When Khanrat (Kwan) Piensook completed the program, she left us with these words:

Dear Ms. Essandoh,

I participated in the Diversity Writing Program at the Ballard Spahr Phoenix office. I wanted to express how much I appreciated the opportunity. I had a wonderful experience and I learned so much. The whole firm made me feel so welcome, especially Steve Savage and my mentor Colleen Reider. I really experienced how committed Ballard is to diversity and mentoring.

Thank you for the opportunity,

Kwan Piensook



Ballard volunteers sort collection items for the Pennsylvania Society for the Prevention of Cruelty to Animals (PPSCA).



Ballard lawyers and family members work at the Great Kids Farm in Catonsville, Maryland. The farm provides opportunities for Baltimore City school students to learn about food preparation from seed to fork.

Dear Ballard Spahr,

On behalf of the Home Delivered Meal program and the Klein JCC, I would like to thank you and your group for your recent contribution of time and effort preparing meals for Cook for a Friend on Martin Luther King Day. This program cannot be a success without the help of you and the many other volunteers like you who donate their time.

Our Cook for a Friend program is a community based program comprised of more than 500 volunteers who prepare, cook, and package meals for homebound seniors. Volunteer drivers deliver these meals weekly. Due to our aging population and the recent downturns in the economy, our client population continues to grow, with more and more seniors unable to see to their own needs. Thanks to your help, nearly 50,000 meals were delivered to elderly, frail, homebound seniors this past year.

Once again, the Klein JCC thanks you for your hard work and contribution of time!

*Sue Aistrop
Hunger Relief Volunteer Manager
Klein JCC*

MARTIN LUTHER KING JR. DAY OF SERVICE

On Monday, January 16, 2012, Ballard Spahr celebrated Martin Luther King Jr. Day with a Day of Service. This was the seventh year that we closed our offices to encourage everyone to volunteer on that day.



Ballard family and friends sort and bag food from the Philadelphia office's food collection.



Brian Pinheiro and his daughter at the mural they painted at Germantown High School in Philadelphia



Ballard lawyers in the Las Vegas office judging the MLK Oratory Competition at the House of Blues. Pictured above: Shane Young, her daughters, and Nevada Supreme Court Justice Michael Douglas



Ballard lawyers, staff, and family from the Las Vegas office volunteer at The Soup Kitchen at Catholic Charities.

EVENTS AND SPONSORSHIPS

ABA Commission on Racial and Ethnic Diversity 24th Annual Minority Counsel Spring Program
AIDS Law Project of Pennsylvania
Arizona State University Minority Writing Program
Barristers' Association of Philadelphia Annual Awards & Scholarship Soirée
Barristers' Association of Philadelphia Martin Luther King Memorial Breakfast
California Minority Counsel Program
Center for Legal Inclusiveness (Colorado)
Charting Your Own Course Conference
Equality Forum International Equality Dinner
Georgia Asian Pacific American Bar Association
Legal Inclusiveness & Diversity Summit (Colorado)
Mid-Atlantic Black Law Students Association 44th Annual Regional Convention (MABLSA)
National LGBT Bar Association Out & Proud Corporate Counsel Award
North American South Asian Bar Association
The New Jersey Law and Education Empowerment Project (NJ LEEP)
United Way Women's Initiative
University of Pennsylvania Asian Pacific American Law Students Association Annual Conference
University of Pennsylvania Black Law Students Association Annual Sadie T.M. Alexander Commemorative Conference
University of Pennsylvania Latin American Law Student Association Annual Conference
Women's Way Powerful Voice Awards Dinner



Ballard lawyers, staff, and family assemble boxes of food at the Maryland Food Bank.



The Wilmington office volunteers at the Sunday Breakfast Mission.

AWARDS AND RECOGNITION

- In March 2012, Firm Chair Mark Stewart was named to *Profiles in Diversity Journal's* "CEO Leadership in Action" list.
- Ballard is a 10-time recipient of DuPont's Meeting the Challenge Award, which recognizes, among other accomplishments, the firm's diversity efforts.
- For the last seven years, Ballard has been named to the Top 100 Law Firms for Diversity list in *MultiCultural Law* magazine.
- We are among 2011's "Best Law Firms for Women," according to an annual survey by the National Association for Female Executives (NAFE)/Flex-Time Lawyers.
- The firm is one of the Top 100 Law Firms for Women in *MultiCultural Law* magazine.
- The firm has earned Gold Standard Certification from the Women in Law Empowerment Forum (WILEF) for its success in providing professional opportunities and leadership roles for women attorneys.



Ballard lawyers and clients attend the International Equality Dinner. Pictured from left to right: Cecilia Isaacs-Blundin, Director, Diversity Communications for Comcast; Ruth Uselton; Craig Robinson, EVP, Chief Diversity Officer, NBCUniversal; Diana Spagnuolo; and Brian Pedrow

Thanks to the lawyers and staff who contributed time as participants, speakers, and event organizers. A special thanks to those who participate as mentors in our pipeline programs and serve as speakers to high school, college, and law students.

Ballard Spahr Diversity Council Members

The Diversity Council guides the firm in creating strategies, programs, and initiatives that recruit, retain, and advance diverse lawyers and staff within the firm and in the legal profession. If you have any diversity-related inquiries, please contact any of the following Diversity Council members.

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For more information on the diversity program at Ballard Spahr, please visit our Web site at www.ballardspahr.com/diversity.