

Diversity News at Ballard Spahr

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Message from the Director of Diversity



Virginia Essandoh

At our recent Diversity Committee meeting, we reflected on what we have accomplished in 2008. We are proud that as a firm we made strides in our journey toward diversity and inclusion. We took steps toward making diversity an integral part of the firm's fiber. We saw success in the recruiting and hiring of diverse law students and lawyers, we saw women advance in leadership at the firm, and we continued to reach outside the walls of Ballard Spahr to enrich our communities. A candid reflection would not be complete without acknowledging that we still have a ways to go in some areas. While we exceeded national averages in some demographic categories, we lag in others. This just reminds us that our work is never done.

Since our last issue of Spectrum, we have hired nine diverse lawyers including fall associates. Our fall class of 32 new associates included seven diverse lawyers (22%) and 12 women (38%). Ballard Spahr remains committed to recruiting, hiring, retaining, and advancing lawyers from under-represented groups.

In 2009, we will not only continue our work in this area, but we will increase our efforts. We cannot allow tough economic times to slow our progress or erase the important gains we have made. Our clients' expectations have not changed, nor has our commitment to keeping Ballard Spahr the first choice for lawyers, staff, and clients. We remain attentive. We remain focused. We remain committed.

Virginia G. Essandoh, *Director of Diversity*

SPOTLIGHT: BALLARD WOMEN HOSTS POWER: OPENING DOORS FOR WOMEN, WOMEN IN THE C-SUITE: ACQUIRING THE KEYS



Dr. Henrietta Ukwu

Ballard Participates in Philadelphia's Inaugural POWER Program

Ballard Spahr Andrews & Ingersoll, LLP proudly participated in the inaugural "POWER: Opening Doors For Women" networking event in Philadelphia on September 25. POWER is a Chicago-based effort to establish a forum for

women of great potential to interact with women in high-level positions. Philadelphia was the first city outside Chicago to feature the networking concept.

More than 250 women participated, each attending one of 10 simultaneous, topic-specific dinners to hear prominent women discuss their professional development. Lynn E.

Rzonca, managing partner of the Philadelphia office, hosted a Ballard dinner, "C-

Suite: This Way to the Top." Panel speakers were Jane H. Hollingsworth, CEO and co-founder of NuPathe Inc.; Judy Spires, President of Acme Markets, Inc.; Henrietta N. Ukwu, M.D., Vice President – Global Regulatory Affairs for Asia Pacific and Latin America, Wyeth Pharmaceuticals; and Anne M. Wilms, Executive Vice President and Chief Information Officer of Rohm and Haas Company.



Kelley Grady with POWER speaker Judy Spires, president of ACME Markets.

CONSTITUTION HIGH CORNER



Justice Sandra Day O'Connor and Judge Marjorie O. Rendell at the Constitution High School mock trial courtroom dedication on November 20, 2008

As part of its ongoing commitment to Constitution High in Philadelphia, Ballard funded the construction of a new mock trial courtroom at the school. On November 20, Retired U.S. Supreme Court Justice Sandra Day O'Connor and U.S. Court of Appeals for the Third

Circuit Judge Marjorie O. Rendell attended the dedication of the courtroom, which was named in honor of Justice O'Connor. Attendees at the dedication included Philadelphia Mayor Michael Nutter; Ballard Chairman Arthur Makadon; Thomas Sager, Senior Vice President and General Counsel of DuPont Legal; Michael Clarke, Corporate Counsel of DuPont Legal; Constitution High students and administrators, and Philadelphia School District officials. Students from Con High presented a partial mock trial as part of the ceremony. Justice O'Connor and Judge Rendell offered feedback to the students who participated in the mock trial. The day concluded with Justice O'Connor addressing the student body as a whole on the importance of civics education in our country.

AFFINITY GROUPS AT BALLARD SPAHR

The firm's affinity groups comprise lawyers whose shared experiences, backgrounds, or interests compel them to provide professional and business development support and networking opportunities for their Ballard colleagues. Our affinity groups exemplify our commitment to diversity as we work to support, encourage, and retain lawyers. The groups are open to all Ballard lawyers interested in supporting and engaging in the firm's diversity initiatives and, in particular, the goals of the affinity group.

BALLARD WOMEN

BALLARD WOMEN aims to increase the visibility and marketing of the firm's female lawyers by providing opportunities for lawyers and their clients, particularly female executives and business owners, to interact at a variety of events and in social settings apart from those typical to client development. The group also provides mentoring to female non-partner lawyers across the firm's offices and practice groups, as well as programming focused on promoting and retaining women lawyers so that the firm can effectively respond to the growing number of clients that

are placing a high priority on diversity among their legal counsel.

Female Non-Partner Lawyers Group

The Female Non-Partner Lawyers Group provides networking, mentoring, and professional development opportunities for non-partner women lawyers in the firm and works closely with BALLARD WOMEN in furtherance of these goals. In addition to planning quarterly presentations on topics ranging from internal marketing to leadership, the group assists in navigating challenges that may be unique to women in the profession.

Minority Associates Group

The Minority Associates Group—comprising lawyers of color as well as lesbian, gay, bisexual, and transgender (LGBT) lawyers—sponsors monthly luncheons/teleconferences at which non-partner lawyers from across the firm gather to discuss topics related to diversity and professional development. In our Washington, D.C., and Philadelphia offices, minority associates host an annual Minority 1L Interviewing and Resume Writing Workshop.

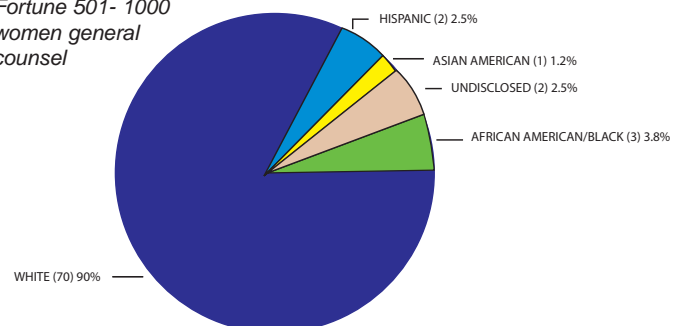
Work-Life Balance Group

The Work-Life Balance Group brings together lawyers from across the firm—partners and non-partner lawyers, men and women, those working full-time and reduced hours—who provide mutual resource and support for one another around the issue of work-life balance. The Group hosts luncheons/teleconferences on issues ranging from child care leave to work choices and career goals.

Facts & Figures

By Race & Ethnicity

**percentage of all Fortune 501- 1000 women general counsel*



Credit to Diversity & Bar

The Lesbian, Gay, Bisexual, and Transgender (LGBT) Group

The Lesbian, Gay, Bisexual, and Transgender (LGBT) Group provides LGBT lawyers with essential support, mentoring, networking, and business development opportunities, as well as the chance to connect with the LGBT community at large. Baltimore partner Sophie Dagenais leads this affinity group.

UP AND COMING PIPELINE INITIATIVES

The Phoenix office participated for the first time in Arizona State University's Minority Writing Program. This program gives talented minority law students the opportunity to participate in clerkships at private law firms, thereby enhancing their writing skills and giving them the experience of working in a private law firm environment. As part of the program, the Phoenix office will host students for a presentation on billing practices and practical experiences.

The Las Vegas office has started reaching out to local schools and developing a network through which to solicit volunteers from the local bar association to take part in the ABA's program, Choose Law. Through this program, bar members visit classes to talk about the legal profession.

Lawyers in the Las Vegas office also will speak to students at The Andre Agassi College Preparatory Academy (AACPA) about the college admissions process. AACPA is a model charter school, located in the heart of Las Vegas' most at-risk neighborhood. AACPA was created specifically to improve skill levels and combat lowered academic expectations while creating a climate of hope among the community's most challenged children.

SUCCESSSES

- Ballard was voted one of the 2008 "Best Places to Work" by the *Los Angeles Business Journal*. The award was created to identify and honor the top places of employment in Los Angeles County.
- Sophie Dagenais serves on Equality Forum's National Board of Governors.
- Los Angeles partner Scott Preston is assisting a long-standing client with developing Puerto Vallarta's first luxury vacation ownership resort targeted specifically at the gay and lesbian community.



Sophie Dagenais



Scott Preston

EVENTS AND SPONSORSHIPS



Dena Zakaria, Erin Kepplinger, and Mehreen Zaman at the salsa dancing

July 2008

Minority Associates Group sponsored salsa dancing with the Philadelphia summer associates.

August 2008

Las Vegas Women of Color Conference

DuPont Minority Job Fair, Wilmington and Los Angeles

17th annual Delaware Minority Job Fair for 2nd and 3rd year law students at Widener University School of Law

Indian Legal Program at the Sandra Day O'Connor College at Arizona State University

Mid-Atlantic Black Law Students Association Job Fair, Washington, D.C.

September 2008

Asian Pacific American Lawyers Association 3rd Annual NJ Golf Outing

Lavender Law 2008 Career Fair in San Francisco

Rocky Mountain Diversity Career Fair in Denver

POWER: Opening Doors for Women, Women in the C-Suite, sponsored by BALLARD WOMEN

October 2008

Human Rights Campaign National Dinner

Asian Pacific American Bar Association - Pennsylvania, Annual Banquet

Stonewall Bar Association's Annual Awards Dinner in Georgia

Philadelphia Bar Association's Federal Courts Diversity Sub-Committee Reception

Disability Mentoring Day

November 2008

Charting Your Own Course Conference for Minority Attorneys

Hispanic Bar Association Fall Networking Event



Lorena - HBA Director, Teresa - HBA President, Marlene - HBA Director, Carolina - HBA Director,

National Women's Law Center Awards Dinner

National Asian Pacific American Bar Association Annual Convention

Wal-Mart Legal Super Conference 2008

Minority Corporate Counsel Association Annual Conference

Minority Corporate Counsel Association Northeast Dinner

Thanks to the following lawyers and staff who contributed time as participants, panelists, speakers, organizers for the events listed on page 3 - 4.

| | | | | |
|---------------------|--------------------------|--------------------|-------------------|-------------------|
| Raheemah Abdulaleem | Stephanie Franklin-Suber | Robert Kim | Lawrence Nodine | Mitzie Smith-Mack |
| Lawrence Berger | Roxann Gallagher | Steven Kim | Tracy Perry | Gwendolyn Spratt |
| Lucretia Clemons | Marlene Gomez | Kimberly Klock | Scott Preston | Daniel Tobin |
| Daniel Cochran | Kelley Grady | John Langel | Brian Pinheiro | Ruth Uselton |
| Cristina Coronado | Stefanie Gusha | Kenya Mann | Marla G. Roshkoff | Harry Weiss |
| Tobey Daluz | Ryan Howe | Jennifer L. Miller | Lynn Rzonca | Naomi Young |
| Virginia Essandoh | Leslie John | Mary Mullany | Dionne Savage | Shane Young |
| Adiah Ferron | Denise Keyser | Emilie Ninan | Kimberly Short | |

Ballard Spahr Diversity Committee Members

If you have any diversity-related inquiries, please contact any of the following Diversity Committee Members:

| Name | Office | Phone Number |
|-----------------------------------|----------------------|---------------------|
| Bonnie Bell | Philadelphia..... | (215) 864-8163 |
| Tobey M. Daluz | Wilmington | (302) 252-4440 |
| Leslie E. John | Philadelphia..... | (215) 864-8212 |
| Virginia G. Essandoh | Philadelphia..... | (215) 864-8192 |
| Valarie J. Allen..... | Philadelphia..... | (215) 864-8565 |
| Cecilia M. Andrews..... | Atlanta | (678) 420-9324 |
| Barbara Bagnasacco | Salt Lake City | (801) 517-6831 |
| Shereen C. Chen..... | Voorhees | (856) 761-3475 |
| Lucretia C. Clemons | Philadelphia..... | (215) 864-8137 |
| Jenelle M. Dennis | Bethesda | (301) 664 6205 |
| John T. DiBattista | Philadelphia..... | (215) 864-8313 |
| Stephanie L. Franklin-Suber | Philadelphia..... | (215) 864-8203 |
| David S. Fryman | Philadelphia..... | (215) 864-8105 |
| Herrera, Eva Shih | Phoenix | (602) 798-5478 |
| Geoffrey A. Kahn..... | Philadelphia..... | (215) 864-8219 |
| Robert C. Kim | Las Vegas | (702) 868-7512 |
| Justin P. Klein | Philadelphia..... | (215) 864-8606 |
| Kenya S. Mann | Philadelphia..... | (215) 864-8121 |
| Daniel J.T. McKenna | Philadelphia..... | (215) 864-8321 |
| Norman E. Parker, Jr. | Baltimore | (410) 528-5535 |
| Scott A. Preston | Los Angeles | (424) 204-4316 |
| Mary Gay Scanlon | Philadelphia | (215) 864-8912 |
| Paul W. Scott | Denver | (303) 299-7370 |
| Mitzie V. Smith-Mack | Washington DC | (202) 661-7626 |
| Mark S. Stewart | Philadelphia..... | (215) 864-8225 |

NEXT ISSUE:

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And much more...