

LOEB LEADERSHIP DIVERSITY & INCLUSION ROUNDTABLE
"ALL RISE"

JUNE 5th, 2019

THE KIMBERLY HOTEL, NEW YORK, NEW YORK

Third Floor Conference Room

8:00am – 9:20 am (Breakfast)

9:30am - 11:30am (Program)

Welcome!

For over 21 years LOEB Leadership has been dedicated to developing extraordinary leaders in the legal industry. A common theme across the myriad of conversations we've had with leaders over the past decade in particular, is the desire to foster a truly inclusive workplace. Through our research, we've gained a better understanding of two realities. First, inclusive workplaces are guided by leaders who possess an inclusive mindset. Mindset has played a central role in leadership development programming for decades, and we continue to learn more each year about the significant impact mindset can have on a leader's ability to communicate, build relationships and establish a workplace culture that promotes employee engagement and a sense of belonging. Second, fostering inclusivity is hard work. It's hard work because it requires a willingness to engage in honest dialogue that, at times, can be deeply personal and uncomfortable. The good news is that the legal industry is primed to not only engage in that dialogue but to display the necessary courage for taking action.

We know that many leaders have embarked on bringing greater inclusivity to the legal industry. We continue to see clients using their voices, demanding more diversity in the firms that represent them. We will look to our roundtable participants to share their experiences and best practices to help address the challenge of increasing diversity and inclusion in the legal industry. We also know that there's still a lot of work to be done, especially if we are to raise the bar on what it means to be an extraordinary legal leader. We hope that the roundtable discussion will not only enhance our understanding of diversity and inclusion but also inspire us to bravely lead the industry forward into a more inclusive, rewarding and profitable future.

Thank you for joining us.

Natalie Loeb, M.S.

Founder & CEO, Loeb Leadership



AGENDA

Breakfast	8:00am – 9:20am
Welcome	9:30am
Participant Introductions	9:45am
Ground Rules	10:00am
Introduction to the skill of “Dialogue”	10:05am
Think, Pair & Share <ul style="list-style-type: none">• Collaborative Exercise	10:10am
Top Priority Activity <ul style="list-style-type: none">• Collaborative Exercise	10:50am
The Challenge Coin	11:15am
Final Remarks	11:25am

Loeb Leadership Diversity & Inclusion Roundtable Participants

Marissa Alter-Nelson, Esq., is a partner in the litigation group of Sidley Austin’s New York office. Marissa represents clients in litigation matters in state and federal courts throughout the United States and in international and domestic arbitrations and she defends companies in investigations brought by government agencies, including the Securities and Exchange Commission, Department of Justice and Federal Trade Commission. Her complex commercial litigation and arbitration practice is focused on commercial disputes (breach of contract, fraud, breach of fiduciary duty and other business torts), securities disputes (derivatives and securities trading), government investigations, bankruptcy disputes and data privacy matters.

Vaughn Burke Le Duc Safarov has been the Global Director of Human Resources of Skadden, Arps, Slate, Meagher & Flom LLP & Affiliates for nearly fifteen (15) years. Mr. Burke Le Duc Safarov joined Skadden in 1993 as a Legal Assistant Case Manager for the Litigation and Product Liability groups. Progressing within the Legal Assistant department, Mr. Burke Le Duc Safarov took on the senior level position of Bankruptcy Practice Coordinator. He then transitioned to the Finance Department as head of Client Administration, and finally joined the Human Resources department as the Human Resources Manager for the New York office, subsequently becoming Skadden’s Global Director of Human Resources; his current role.



Julian S.H. Chung, Esq., is a finance partner resident in Fried Frank's New York office. Ms. Chung focuses her practice on the representation of large financial institutions and borrowers in commercial lending transactions, with an emphasis on senior secured finance for leveraged acquisitions. She also represents financial institutions and debtors in connection with restructurings and refinancing existing credit facilities. Ms. Chung is recognized as a leading practitioner in Legal 500 in Finance: Commercial Lending. The American Lawyer has named her one of the top lawyers under the age of 45 and she has been recognized as an Alumni Honoree by the Cardozo Law School Black, Asian, Latino Law Students Association. She is a member of the Firm's Diversity Committee as well as the Women's Forum Planning Committee, a representative group directing Fried Frank's Firmwide women's affinity group.

Michelle Cohen, Esq., is an experienced litigator, now serving as Patterson Belknap's Chief People, Diversity and Professional Development Officer. In this role, Ms. Cohen is responsible for leading the development and execution of the Firm's Human Resources, Diversity and Inclusion, and Professional Development strategies.

Nicholas M. Donofrio began his career in 1964 at IBM, where he remained for 44 years in increasingly responsible roles, including those of division president for advanced workshops, general manager of the large-scale computing division, and executive vice president of innovation and technology. He is a member of several global technical societies, the recipient of several awards and honors, as well as 9 honorary degrees. He served a term as a Senior Fellow at the Kauffman Foundation (2009-2012) and as a member of the US Secretary of Energy's Advisory Board (2008-2012). Mr. Donofrio currently serves on the boards of several, small, medium and large public and private companies. He is also an Executive in Residence at Columbia University, School of Professional Services. Additionally, he is focused sharply on advancing education, employment and career opportunities for underrepresented minorities and women. He is also the founder and CEO of NMD Consulting, LLC.

Deborah Farone has served as chief marketing officer at two of the world's most successful law firms, Cravath, Swaine & Moore LLP and Debevoise & Plimpton LLP. At both firms, she built and led their marketing communications and business development departments. Deborah is also the author of "Best Practices in Law Firm Business Development and Marketing" (PLI 2019), a book based on more than 60 interviews with leading law firm leaders and marketers, general counsel, and innovators in the profession. Heidi K. Gardner, PhD, Distinguished Fellow, Harvard Law School's Center on the Legal Profession has called Deborah "the leading expert in law firm marketing. Not only has she studied this complex topic from at the peak of the legal profession, her research into what works and what doesn't is priceless for anyone interested in growing their business." Deborah has also held positions as a marketing specialist at two global advisory firms, Willis Towers



Watson and Ketchum. In 2017, she launched her own consulting practice, Farone Advisors LLC, where she advises law and other professional service firms on business strategy and targeted marketing and is a speaker at professional forums and retreats. Deborah is a past President of the Legal Marketing Association's New York Chapter and was recently honored with LMA New York's Legacy Award, in recognition of making "a distinguishable mark on the chapter and the profession." Deborah recently served as a moderator for the New York City Bar Association's Associate Leadership Institute, a program focused on helping to mentor diverse law firm associates.

Erica Goodstein, Esq., is an Assistant General Counsel at AST, a financial technology company servicing public and private issuers. Prior to joining AST, Ms. Goodstein was a litigation associate for 14 years, in the New York office of Skadden, Arps, Slate, Meagher & Flom LLP, specializing in securities litigation and international arbitration. She is a highly skilled and credentialed attorney with combined international law firm and in-house experience devising and implementing practical solutions to complex problems spanning general corporate law, M&A, financial technology services, risk and regulatory compliance, corporate governance, intellectual property, media and marketing, litigation and dispute resolution, banking and corporate trust services.

Donna Harris is the Director of Legal Recruiting at Cleary Gottlieb Steen & Hamilton LLP, where she leads all aspects of legal recruiting for the firm's New York Office and supports its' 15 international offices. Ms. Harris advises firm leadership on recruiting strategy and is responsible for the recruiting, hiring and integration of all levels of legal talent. She is also responsible for developing and maintaining relationships with law schools and search firms throughout the country. A recognized leader in the field of law firm talent management, Ms. Harris has served the legal industry continuously for over twenty years. She has held several elected positions in both NALP and NYCRA, and is a frequent conference panelist and speaker on topics related to legal recruiting, professional development and diversity initiatives.

Ron S. Jordan is the Senior Principal Director and recruiter of diverse attorneys at Carter-White & Shaw. Mr. Jordan started this business because he saw there was void in the legal search business in relation to attorneys of color generally. He wanted specifically, to let black lawyers know that they had someone who would open the doors and find opportunities where their "intellectual properties" (their intelligence) could be utilized and monetized like their competition in the legal industry. Over the last 25 plus years, Mr. Jordan has become the go-to person for the diverse attorneys of color population for law firm jobs. He has also become an advocate, in shining the light on law firms and corporations that aren't taking action steps to incorporate more attorneys of color into their organization.



John Kiernan, Esq., is a litigation partner at Debevoise & Plimpton. He has served on the firm's Management Committee and as Co-Chair of its Litigation Department (2002-2017) and has been Chair of its Ethics Committee since 1994. Mr. Kiernan was Chair of Diversity at Debevoise in the early 1990s and is a longtime board member and former co-chair of the Lawyers Committee for Civil Rights. Mr. Kiernan was a member of the New York City Bar Association's original Committee to Enhance Professional Opportunities for Minorities chaired by Cyrus Vance in the early 1990s and was President of the New York City Bar Association. As Bar Association President, Mr. Kiernan led the successful effort to amend New York's CLE Rules for lawyers to include a required component of diversity, inclusion and anti-bias training to the package of required CLE every lawyer must pursue every two years.

Ira Levy, Esq., is a senior partner at Goodwin Procter. He is in Goodwin's Litigation Department and a member of its Intellectual Property practice. He is recognized globally for his cross-disciplinary expertise, successfully first-chairing patent, trademark, copyright, false advertising, IP licensing, and related matters for a wide array of industries and in a variety of technical disciplines. Mr. Levy is a member of Goodwin's Diversity & Inclusion Committee. He also presently serves as the lead director for Stomp Out Bullying, the leading national anti-bullying and anti-cyber-bullying organization, and on the advisory board of BUILD, a non-profit focused on bringing entrepreneurialism skills to at-risk high school students. He is past director of Love Our Children, USA, a not-for-profit focused on breaking the cycle of violence against children.

Gordon Loeb is the President of Loeb Leadership. Gordon is a trusted adviser to business and law firm leaders. As the President of Loeb Leadership, Gordon's responsibilities include business development, marketing, financials, and client and consultant relations. Gordon helped grow Loeb Leadership from an independent consultancy to a thriving company with over 40 facilitators, coaches and consultants. Gordon has an extensive entrepreneurial and corporate background including starting and growing two successful companies and running a division of Automatic Data Processing (ADP). Gordon is the proud co-founder of the Marlboro Teen Advisory Committee (TAC) in NJ, an organization helping teens and students develop leadership skills including diversity and inclusion and involvement in community service projects.

Natalie Loeb is the Founder and CEO of Loeb Leadership. Natalie is a sought-after thought leader with over 25 years of experience in leadership development. Specializing in executive coaching, Natalie has helped dozens of senior leaders develop new skills, inspire colleagues and optimize overall performance. Natalie's expertise informed the creation of the successful Managing for Impact training program for legal managers. Prior to founding Loeb Leadership, Natalie was developing organizational development solutions at Skadden, Arps, Slate, Meagher & Flom LLP.



David Robert is the Chief Strategy Officer of Loeb Leadership. David brings nearly 20 years of experience as a thought leader in the areas of Learning and Development, Change Management and Organizational Effectiveness. David has held both internal and external consulting positions at companies across several industries and is the former CEO of Great Place to Work (Middle East). Previously, David worked with Blue Cross and Blue Shield as Director of Change Management. David had a monthly leadership column with the Kipp Report and has appeared on several television and radio programs, including CNBC Arabia, to share insights and best practices related to organizational effectiveness.

Teena-Ann V. Sankoorikal, Esq., is a partner at Covington & Burling. Ms. Sankoorikal is a commercial litigator who has handled many high-profile, complex civil litigation and intellectual property disputes, including business torts, breach of contract, fraud, patent, trade secret, copyright, antitrust, and other commercial matters. Ms. Sankoorikal is a Member and former Member of the Board of Directors (2013-2015) of the Asian American Bar Association of New York. In 2015, she received the Fellow of the Leadership Council on Legal Diversity National Diversity Council's Multicultural Leadership Award of the TriState Area (2016).

Lanier Saperstein, Esq., is a partner at Dorsey & Whitney LLP. He is co-chair of the firm's U.S.-China Practice Group and leads the firm's U.S.-China litigation practice. While he has handled a broad array of disputes, he has specialized in representing Chinese and foreign financial institutions. The National Law Journal recognized Lanier as a leading "China specialist" and an industry publication called him an "expert in the world on international banking." Lanier also is an adjunct professor at Fordham University School of Law, and he just finished teaching his class on Hot Topics in Banking Regulation and Enforcement. He also is a member of NYCBA's Compliance Committee. Lanier is actively involved in recruiting at his firm, serving on Dorsey's recruiting committee.

David B. Sarnoff, Esq., is Director of Strategic Partnerships with Loeb Leadership. David is also an executive coach and leadership trainer with 25 years of experience in the legal industry. As a former attorney and experienced executive search consultant, David is uniquely qualified and experienced to understand the mindset, demands and challenges of attorneys and legal professionals. As a litigation associate, David learned about the impact of leadership and the importance of workplace culture's influence on employee performance and motivation. As a search consultant, David coached and guided hundreds of attorneys in discovering what inspired them in their professional lives. David was a member of the Fort Lee Board of Education for six years and served as Board President for Three years. He is currently a member of the New Jersey School Board's Mental Health Task Force and serves on the Advisory Board of the NJ Association of School Resource Officers.



Tracey West, Esq., is the Associate Dean for External Relations, Diversity & Inclusion at Boston College Law School, where she oversees initiatives designed to address the various obstacles that impact the lack of diverse leadership throughout the legal profession. In addition to her academic role, Tracey's passion for initiating change and building inclusive academic and law firm cultures has led her to grow a consulting practice as a Diversity and Intercultural Competency trainer. As a Qualified Assessor for IDI® (Intercultural Development Inventory), Tracey can administer and analyze the results of the IDI assessment. In workshops, Tracey reviews the outcomes, discusses the relevance to the participants and the firm and provides opportunities for the participants to collaboratively discuss and develop initiatives to enhance their goals or interests in enhancing cultural competency and developing a more inclusive environment. Tracey's participants describe her as honest, candid, provocative and inspiring. Tracey is also a consultant to Loeb Leadership.

