

2023

OUR CULTURE

OUR CLIENTS

OUR CAPITAL



DIVERSITY, EQUITY  
& INCLUSION  
Duane Morris LLP

Annual Report

## MESSAGE FROM MATTHEW A. TAYLOR

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Our belief in our principles and the importance of diversity, equity and inclusion remains unchanged, despite the shifting DEI climate. As I've said before, our culture defines our firm, how we serve our clients and how we treat each other. The values of diversity, equity and inclusion will always be an integral part of our culture and what we stand for and uphold at Duane Morris.

I am reminded that progress is not linear and that it is something we strive for each and every day. Looking back across 2023, I am proud of the milestones, accomplishments and everyday glimpses into our culture that we share in this report. With Joe West leading by example, we continued to engage in thoughtful discussion and exploration of powerful topics, ideas and histories. Our diverse attorneys provided another highlight reel of excellence in the practice of law through the recognition they've earned and the audiences they've drawn at events and conferences. As we face new opportunities and challenges, it's critically important that we have different perspectives that help us and our clients adapt and thrive. I was particularly impressed by two of our high-profile DEI events: Matisse or the Matrix – The Future of Generative Art and AI in London and the 2023 George Boyer Vashon Lecture, "Understanding and Navigating Bias in Artificial Intelligence." Both of these presentations offered new insights that expanded my understanding of AI's promise to change how we do business, as well as the countervailing potential for AI to covertly perpetuate practices that hold us back.

Reading through this report, I am encouraged by how we define our values and culture through both our beliefs and our actions. I invite you to review our efforts and accomplishments in 2023 and I look forward to building on them in the coming year. Diversity, equity and inclusion, and all that it brings, is at the core of this now 120-year-old firm, and that will never change.

A handwritten signature in black ink that reads "Matthew A. Taylor". The signature is fluid and cursive, with the first name being the most prominent.

**MATTHEW A. TAYLOR**

*Chairman and CEO*

Duane Morris LLP

OUR CULTURE **OUR CLIENTS** OUR CAPITAL

## WELCOME FROM JOSEPH K. WEST

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### **Our Culture, Our Clients, Our Capital**

In some quarters, the focus on diversity, equity and inclusion has waned. Not at Duane Morris. In fact, our mission has never been more clear and our determination to stay the course has never been more evident. In the face of unrelenting and widespread efforts to roll back progress, our firm has continued to demonstrate to the entire industry the value of DEI to our culture, our clients and our capital.

**CULTURE** – We are the only firm to have instituted yearlong, mandatory, live implicit bias training for all attorneys and staff and to have mandated on-demand video bias elimination training for new employees. For the fourth year in a row, we have reached all-time highs in percentages of diverse lawyers in every diversity category. And for the third year in a row, we have achieved Mansfield Certification Plus from Diversity Lab.

**CLIENTS** – Through our award-winning DEI consulting practice, we have provided cutting-edge and innovative solutions to a full range of clients across the corporate spectrum. And our burgeoning ESG practice continues to help clients at the C-suite level navigate this increasingly complex terrain.

**CAPITAL** – Our reputational capital remains strong, with lawyers at Duane Morris serving as industry and community leaders in some of the most influential organizations in the world.

But the firm's most important asset is our human capital. As demonstrated by two well-regarded Harvard Business School case studies, our firm's people and strong culture of collaboration have positioned us as the gold standard of showing how an equitable culture makes excellent business sense.

Others may fold under the pressure of ignoring the value of and need for a diverse, equitable and inclusive profession, but we will not – and our results speak for themselves.

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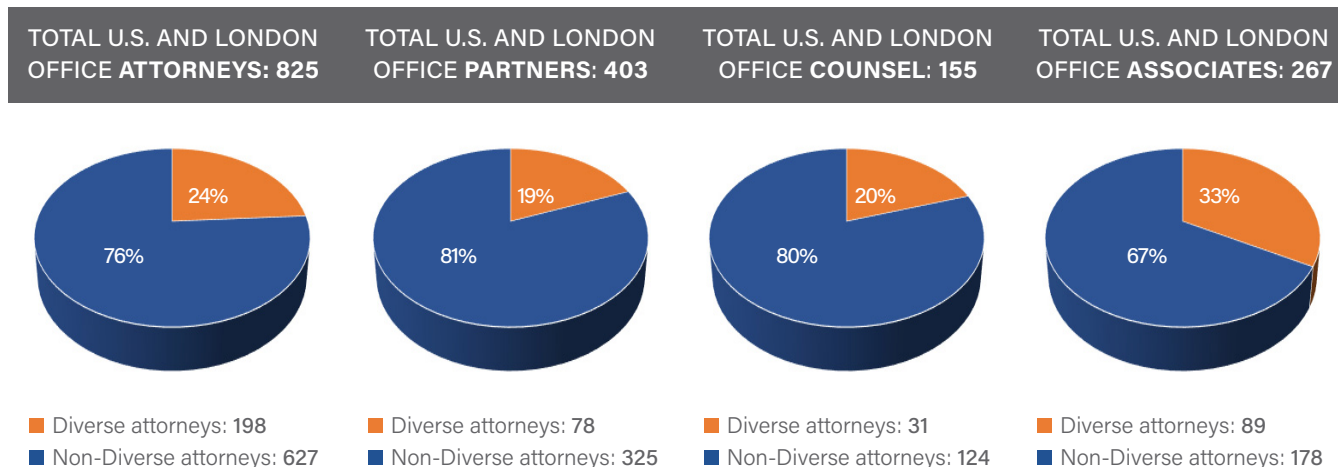
**JOSEPH K. WEST**

*Partner and Chief Diversity, Equity and Inclusion Officer*

Duane Morris LLP

# METRICS

Duane Morris continually strives to become a more diverse, equitable and inclusive law firm that leads by example for the legal industry. As part of the firm's strategic initiative, diversity is now a key metric that is tied to our activities and is being addressed in a systemic manner. In 2023, our diversity metrics show we are making progress, with opportunities to grow further.



SELF-REPORTED DIVERSITY HEADCOUNTS THROUGH DECEMBER 31, 2023 - U.S. & LONDON OFFICES ONLY; EXCLUDES DUANE MORRIS & SELVAM AND DUANE MORRIS VIETNAM OFFICES

	EQUITY PARTNER	NON-EQUITY PARTNER	ASSOCIATE	COUNSEL	TOTAL
African American	2	9	9	4	24
Hispanic/Latino	4	14	25	10	53
Alaska Native/American Indian	0	0	0	0	0
Asian	8	17	30	9	64
Native Hawaiian/Other Pacific Islander	0	0	0	0	0
Multiracial	2	8	11	4	25
White	138	201	192	128	659
LGBT	7	4	9	3	23
Disabled	0	3	5	1	9
<b>Women</b>	<b>26</b>	<b>73</b>	<b>138</b>	<b>47</b>	<b>284</b>
<b>Men</b>	<b>128</b>	<b>176</b>	<b>129</b>	<b>108</b>	<b>541</b>
<b>Total Attorneys</b>	<b>154</b>	<b>249</b>	<b>267</b>	<b>155</b>	<b>825</b>

## HONORS AND ACCOLADES

### Partner and Chief Diversity, Equity and Inclusion Officer Joseph K. West Named to Tulane Law School Hall of Fame

Duane Morris Partner and Chief Diversity, Equity and Inclusion Officer **JOSEPH K. WEST** was unanimously selected to join the 2024 Tulane Law School Hall of Fame. Nominees are evaluated by a committee based on their distinguished professional achievements and their enduring dedication to the mission and students of Tulane Law School.

West is an experienced trial lawyer, former Associate General Counsel at Walmart Stores Inc. and former CEO of the Minority Corporate Counsel Association. In 2019, he was named the inaugural recipient of the Lifetime Achievement Award for Equity and Inclusion by Chambers & Partners. He currently serves as Duane Morris' Chief Diversity, Equity and Inclusion Officer and leads the firm's first-of-its-kind Diversity, Equity and Inclusion Consulting Practice, which he helped to establish. The group has been cited for its innovative approach to crafting sustainable diversity, equity and inclusion programs and solutions for domestic and global companies, as well as representing, training and advising on related compliance, risk management and corporate strategy at the board and C-suite levels. He also serves as a member of Duane Morris' managing Partners Board and co-chairs the firm's ESG task force.

### Hector Chichoni and Daniel Mitchell Selected for Leadership Council on Legal Diversity's Prestigious Fellow and Pathfinder Programs

Duane Morris Miami and Boca Raton partner **HECTOR A. CHICHONI** was selected as a 2023 Fellow of the Leadership Council on Legal Diversity (LCLD) and Atlanta associate **DANIEL MITCHELL** was selected for the 2023 LCLD Pathfinder Program.

Founded in 2009, LCLD is a growing organization of more than 400 corporate chief legal officers and law firm managing partners who are personally committed to creating a more diverse and inclusive legal profession. Its action programs aim to attract, inspire and nurture legal talent to help a new and more diverse generation of attorneys attain leadership positions.

The LCLD Fellows Program and LCLD Pathfinder Program provide professional development, leadership training and relationship building for experienced, mid-career and early career diverse attorneys from LCLD member organizations, taught by top leaders in the legal profession as well as experts in the fields of learning and development and executive coaching.

### Phil Cha Honored at KALAGNY Gala

Duane Morris partner **PHIL CHA** was named a Trailblazer Honoree at the Korean American Lawyers Association of Greater New York (KALAGNY) annual gala event. KALAGNY is a professional membership organization of attorneys and law students engaged with the issues affecting the Korean American community in Greater New York. Incorporated in 1986, KALAGNY seeks to encourage the professional growth of its members as well as provide legal support for the Korean American community.



### Gordon Knox Recognized as a 2023 Leader in Diversity by the Baltimore Business Journal

Duane Morris congratulates Real Estate Practice Group partner **N. GORDON KNOX** for being selected as a recipient of the 2023 Leaders in Diversity Award by the *Baltimore Business Journal*. This award honors influential executives who promote diversity, equity and inclusion in their own workplaces as well as across the Greater Baltimore business community.

*Baltimore Business Journal* sought out leaders who have demonstrated a deep understanding of the value of individuals across the spectrum of race, gender, sexual orientation, gender identity and disability. After a rigorous nomination process, Gordon was one of 12 honorees selected.



# HONORS AND ACCOLADES

## Duane Morris Attorneys Recognized by *The Legal Intelligencer* with Professional Excellence Awards

Duane Morris LLP was recognized by *The Legal Intelligencer* across three categories of the publication's 2023 Professional Excellence Awards. Each year, *The Legal Intelligencer's* Professional Excellence Awards honor Pennsylvania law firms and lawyers who have made a significant, positive impact on the legal profession. Diverse attorneys earning this recognition are:

### Most Effective Deal Makers | REBECCA GUZMAN



The Most Effective Deal Makers designation is not based on quantity or dollar volume alone. Rather, the deal-makers recognized get repeat business for how they achieve their clients' goals so that both sides sign on the dotted lines. In July 2022, Guzman was promoted to the firm's partnership in an off-cycle promotion (a move that the firm has not made in more than 20 years). Her practice focuses on the representation of startup and emerging growth companies, predominantly in the life sciences. Her practice spans the entire corporate life cycle, from formation through liquidity. In addition to her company client counsel, Guzman represents a number of prominent venture capital funds and institutional investors in their financing activities. She has counseled several life sciences companies through exciting inflection points.

### Diversity Initiative | LEIGH SKIPPER



The Diversity Initiative Award recognizes lawyers and law firms who made a significant contribution to diversity and inclusion efforts in Pennsylvania's legal community in the past year. Skipper has long been active in diversity initiatives and recruiting efforts on a local and national level. He has worked with the chief judge and other court leaders of the Federal District Court for the Eastern District of Pennsylvania on committee projects to expand diverse jury pools as well as designing mentee training programs and recruiting efforts for diverse attorneys seeking appointment to the Criminal Justice Act Panel. Skipper has also participated in recruiting and outreach efforts for diverse candidates at Duane Morris. Additionally, with the launching of the Federal Defender Diversity Fellowship Program, Skipper served as the co-chair of the strategic planning committee where he was instrumental in the design and structure of the interviewing, training and selection committees, which sought to match recent diverse law school graduates with federal defender offices throughout the country.

## Three Duane Morris Attorneys Recognized as Winners and Finalists for the 2023 California Legal Awards

The California Legal Awards selected ANGELICA A. ZABANAL and BROOKE B. TABSHOURI as winners for the Lawyers on the Fast Track category and TERRANCE J. EVANS as a finalist for the Innovation in Diversity and Inclusion category of the awards. The awards celebrate the achievements of lawyers and companies leading technology, innovation and the profession as a whole.



## Jennifer A. Migliori Selected as a *Daily Business Review* 2023 On the Rise Attorney



Duane Morris LLP Miami office partner JENNIFER MIGLIORI was selected as a 2023 On the Rise attorney by the *Daily Business Review*. This award recognizes South Florida's most promising lawyers under the age of 40. Lawyers are chosen for their influence in their practice areas in South Florida and beyond. They are innovators, developing unique practice niches, amassing robust books of business, demonstrating strong leadership qualities, showing expertise in litigation or transactional work and committing themselves to pro bono, charitable and professional volunteer work.

### Duane Morris Associate M. Alejandra Vargas Named a Rising Star by *New York Law Journal*

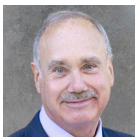
Duane Morris associate M. ALEJANDRA VARGAS was named a Rising Star in *New York Law Journal's* 2023 New York Legal Awards. The Rising Star Award recognizes the New York legal community's emerging leaders. Honorees were selected by *New York Law Journal* judges and outside judging panels from hundreds of submitted applications.



### Duane Morris Attorneys and Patent Group Shortlisted for LMG 2023 Americas Awards



**VICKI NORTON** was nominated for Patent Strategy Attorney of the Year – *California*



**THOMAS KOWALSKI** was nominated for Patent Strategy Attorney of the Year – *New York*

Duane Morris LLP partners **THOMAS J. KOWALSKI** and **VICKI G. NORTON, PH.D.**, and the Duane Morris Patent Group were shortlisted for the Legal Media Group 2023 Americas Awards. The awards program, now in its 11th year, aims to highlight the best in practice in the industry following a thorough survey of the life sciences sector. Practitioners and teams across the United States and Canada are represented in these categories covering the best in regulatory, corporate, intellectual property and litigation.

### Partner Terrance J. Evans Elected Vice Chair of California Lawyers Association Board

Duane Morris LLP partner **TERRANCE J. EVANS** was elected vice chair of the California Lawyers Association (CLA) Board. The CLA is a nonprofit, voluntary bar association serving thousands of licensed attorneys throughout California. Evans is currently the Litigation Section representative on the board. He is the co-founder and co-chair of the CLA Racial Justice Committee as well as the immediate past chair of the Litigation Section of the organization.

Evans is the first elected African American to serve as an officer of the CLA's Board of Representatives. He is also the first African American male appointed to the Board of Representatives; he was first appointed by the Litigation Section of the CLA in 2020.

### Chambers and Partners Recognizes Duane Morris Attorneys

The 2023 Chambers and Partners regional guides of "leading lawyers for business" – Chambers USA, Chambers Global and Chambers Asia-Pacific – included the following diverse attorneys:

**NEVILLE M. BILIMORIA**  
Healthcare

**ERIC R. BRESLIN**  
Litigation: White-Collar Crime & Government Investigations

**PHIL CHA**  
Environment

**TED J. CHIAPPARI**  
Immigration

**TRACY GALLEGOS**  
Cannabis Law

**JOHN A. NIXON**  
Employee Benefits & Compensation

**MILES PLASKETT**  
General Business Law, U.S. Virgin Islands

**DENYSE SABAGH**  
Immigration

# HONORS AND ACCOLADES

## Duane Morris Lawyers Named in 2023 Wonderful Women by *Lawyers of Color*



Two Duane Morris lawyers have been recognized by *Lawyers of Color* in their 2023 list of Wonderful Women. Partner **CYNDIE M. CHANG** of the Los Angeles office and special counsel **TRINA L. GLASS** of the Newark office are both honored in the inaugural edition of the list. Wonderful Women recognizes dynamic women

attorneys working in law firms, companies and government agencies across the U.S. who show promise in their careers and demonstrate a strong commitment to advancing diversity in the legal profession.

## Duane Morris Partner Vicki G. Norton Named to *Daily Journal's* 2023 Top Intellectual Property Lawyers List

Duane Morris LLP San Diego partner **VICKI G. NORTON, PH.D.**, was named to the *Daily Journal's* 2023 Top Intellectual Property Lawyers list. The list recognizes the top California attorneys working in intellectual property.

## Duane Morris Partner Rebecca Guzman Named in *Delaware Business Times* 40 Dynamic Leaders Under 40

Duane Morris partner **REBECCA A. GUZMAN** was selected as an honoree in the *Delaware Business Times* 40 Dynamic Leaders Under 40 for 2023. *Delaware Business Times* 40 Under 40 pays tribute to outstanding young professionals who are making a name for themselves through innovative ideas, business excellence and community involvement. Each year, this program recognizes 40 leaders under 40 years old who are bringing Delaware's business community to new heights. The 2023 edition of the program is the 10th since its inception.

Guzman focuses on the representation of startup and emerging growth companies with a focus on life sciences companies in the biotechnology, pharmaceutical, medical device, diagnostics and healthcare IT industries.

## Duane Morris Partners Included in *Lawyers of Color's* Law Firm Leaders Issue

Duane Morris LLP partners **PHIL CHA, CYNDIE M. CHANG, TERRANCE J. EVANS, LISA T. SCRUGGS** and **JOSEPH K. WEST** were included in *Lawyers of Color's* inaugural Law Firm Leaders issue. The issue is a comprehensive listing of law firm decision-makers who are of African, Asian, Hispanic or Native American descent. Those included in the publication are managing partners (office or national), executive/management committee members and practice group heads/co-heads.

*Lawyers of Color* is a nonprofit organization devoted to promoting diversity in the legal profession and advancing democracy and equality in marginalized communities. The organization celebrates attorneys of color and conducts research and studies regarding the intersection of the legal profession and social justice.

## Leigh M. Skipper Appointed to United States Sentencing Commission's Practitioner Advisory Group

Duane Morris LLP partner **LEIGH M. SKIPPER** was appointed to the United States Sentencing Commission's Practitioner Advisory Group (PAG) as an at large voting member for a two-year term. Skipper will provide consultation and comment to the PAG on the Sentencing Commission's priorities and practices.

The U.S. Sentencing Commission, a bipartisan, independent agency located in the judicial branch of government, was created by Congress in 1984 to reduce sentencing disparities and promote transparency and proportionality in sentencing. The PAG was established pursuant to the statutory authority of 28 USC 944(o) that the Sentencing Commission "shall consult with authorities on, and individual, and institutional representatives of, various aspects of the Federal criminal justice system..."

Skipper practices in the area of litigation. Prior to joining Duane Morris, he served as the chief federal defender for the Eastern District of Pennsylvania.



# DEI 360 PODCAST

## The Duane Morris DEI 360 Podcast with Joseph K. West Continues in Season 2

The Duane Morris DEI 360 podcast, hosted by Partner and Chief Diversity, Equity and Inclusion Officer **JOSEPH K. WEST**, features candid conversations with legal and business leaders on the issues and challenges in our collective efforts to advance diversity, equity and inclusion. The 2023 season included the following episodes:

### EPISODE 33

#### Being Seen: Why Visibility Matters to Dan Mitchell, Engineer and Patent Litigation Associate



**DAN MITCHELL** shares his journey from graduating Georgia Tech with an engineering degree, working at the U.S. Patent Office while attending law school

at night, to joining Duane Morris as a patent litigation associate. Dan understands he's a rarity and "there aren't a lot of diverse, African American engineers" and even "fewer diverse engineers with law degrees." Growing up in southern Georgia, Dan didn't know any engineers or lawyers and now he's both. For Dan, "It's very important that you have an example that you can see, because once you see it, it just seems more obtainable." Having set out on an ambitious and daunting career path, Dan feels a responsibility "to be visible in my community" and "to let others see me" in the hope of inspiring others to reach for more than they thought possible, as he did. Dan also advises younger lawyers to find mentors, "someone that's been there and done that." And if "they can't find anyone, tell them to call me. I will talk to each and every one of them. I'll take the time."



### EPISODE 32

#### Christi Campbell Worldwide™



Joseph K. West talks with "one of his favorite people on the planet," **CHRISTI CAMPBELL**, IP partner and chair of the Duane Morris Women's Impact Network for Success

(WINS), about how she got started in the legal profession and what her day to day looks like protecting branding and trademarks for well-known companies and individuals. Christi also shares how she went from being initially skeptical of the importance and need for women's initiatives, to leading the firm's WINS program, which provides opportunities for networking, leadership training, business development skills and advancement. Finally, Christi quotes Tom Petty when offering advice to young lawyers entering this difficult profession: "I won't back down."

### EPISODE 31

#### John Nixon: The Trusted Advisor and the Virtuous Cycle



Joseph K. West talks with Executive Compensation and Benefits Group partner **JOHN NIXON** about his career path and how he helps clients negotiate their

compensation contracts, which can be overwhelming and involve "a firehose of terms" and personal considerations beyond simply money. The son of schoolteachers who "didn't get stock options," John understands that for "a lot of us, we're the first generation in our family to be in this position." He strives to be "a trusted advisor that they can ask questions of" and not "feel uncertain or insecure" in these pivotal moments. Additionally, John shares his thoughts on the future of ESG and his perspectives as a person of color in a field where that's a rarity. Finally, John offers advice for younger lawyers: Build the virtuous cycle and focus on being good at what you do. Then, "people will want to work with you and the work will follow."

# DEI 360 PODCAST

## EPISODE 30

### Dalayna Tillman: A Soaring Trajectory of Building on Prior Experiences and Being Open to New Challenges

American Airlines Director and Global Environmental, Health and Safety Counsel **DALAYNA TILLMAN** talks with Joseph K. West about her career path, her work at American Airlines and how ESG and good corporate citizenship have been surprisingly longstanding values in the business world. As she was getting started, Dalayna found a way to make her passion for science into a career as an environmental lawyer, with stops in private practice, Amazon Web Services and now at American Airlines. Dalayna advises young lawyers just starting their journeys that “each opportunity is going to look different and it’s your obligation to take what you can from it.”

## EPISODE 29

### Mark Lerner: The Importance of Community



**MARK LERNER**, Duane Morris partner and chair of the Trademark, Copyright, Entertainment and Advertising Division of the firm’s Intellectual Property Practice Group,

sits down with Joseph K. West to discuss joining the firm a month before the pandemic shutdowns, finding a community and his role co-chairing the firm’s Pride Employee Resource Group. They also discuss how much progress the LGBTQ community has made and the many hurdles it still faces ahead.

## EPISODE 28

### Hector Chichoni: Loving the Practice That Chose Me



**HECTOR CHICHONI**, Duane Morris Immigration partner in the Miami and Boca Raton offices, talks with Joseph K. West about his thriving corporate immigration practice, the

very active and dynamic Latino/Hispanic Employee Resource Group he co-leads and what inspired him to become a lawyer in the first place.

## EPISODE 27

### A Conversation with ABA President Deborah Enix-Ross

**DEBORAH ENIX-ROSS**, American Bar Association President, shares how she went from growing up in Harlem to being the first in her family to graduate high school, college and then law school. Deborah’s legal career began in community legal services, a “sink or swim” experience that taught her how to be

a litigator. Now a Senior Adviser to the International Dispute Resolution Group of Debevoise & Plimpton for her “day job,” Deborah also leads the largest voluntary association of lawyers in the world. She talks with Joseph K. West about her career journey, her thoughts on the future of the profession and why society needs lawyers in these tumultuous times more than ever before.

## EPISODE 26

### Miles Plaskett: Familiar Territory



**MILES PLASKETT** recounts his path from the U.S. territory of the Virgin Islands to Georgetown and Georgetown Law and to Duane Morris, where he’s practiced corporate

law for more than 20 years, focusing on project development and project financing in the Caribbean and the U.S. Virgin Islands. Miles talks about doing business in the Caribbean, cultural mistakes to avoid and the changes he’s seen in the firm’s diversity, equity and inclusion efforts over the years.

## EPISODE 25

### Making the Case of Diversity Through Activities, Actions and Words

Joseph K. West reconnects with his friend, mentor and hero **TOM SAGER**, General Counsel at DuPont, about his pioneering efforts to push for diversity at DuPont and in founding the Minority Corporate Counsel Association. Tom and the leadership at DuPont had the prescient vision and understanding that diversity was not only about elevating diverse talent, but that diversity creates a very real competitive advantage that benefits entire organizations.

## EPISODE 24

### Water Is Life: A Conversation with Randy Hayman

Philadelphia Water Department Commissioner and CEO **RANDY HAYMAN** talks with Joseph K. West about his career and his responsibilities at the Philadelphia Water Department. Often taken for granted, water is essential to everything. As Randy notes, “Water is life.” Managing this critical resource requires investment in infrastructure as well as drawing in a new generation of workers to tackle the challenges of providing water to our growing populations in the face of climate change.

## DEI EVENTS



### The Bar Association of San Francisco's 11th Annual Citywide Diversity & Inclusion Program

TERRANCE J. EVANS moderated the Bar Association of San Francisco's 11th Annual Citywide Diversity & Inclusion Program, "Diversity, Equity and Inclusion in a Post-Affirmative Action World." Speakers included VIDHYA PRABHAKARAN, Partner at Davis Wright Tremaine; MARÍA D. DOMÍNGUEZ, Compliance & Privacy Manager at Alameda County HCSA; SHANAE BUFFINGTON, Attorney at the California Department of Justice; and JEFF KOSBIE, Attorney at Gibbs Law Group.

The panel discussed what diversity, equity and inclusion looks like in the aftermath of the U.S. Supreme Court's decisions in *Students for Fair Admissions v. Harvard University* and *Students for Fair Admissions v. University of North Carolina*, which effectively eliminated the use of affirmative action in college admissions. Following the Supreme Court decisions, there have been challenges to diversity, equity and inclusion programs at law firms, Fortune 500 companies and institutions of higher learning throughout the United States. This panel featured both locally and nationally recognized leaders on diversity, equity and inclusion who provided insight on how we can navigate this new legal landscape. The panel also discussed other critical issues related to diversity, equity and inclusion in the legal profession and beyond.

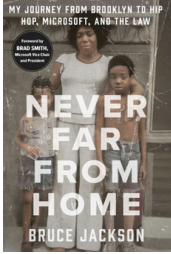
### A Conversation with Robert Raben in Honor of Juneteenth 2023

Duane Morris Partner and Chief Diversity, Equity and Inclusion Officer JOSEPH K. WEST was joined by ROBERT RABEN, former Assistant U.S. Attorney General, CEO and Founder of the national public policy firm the Raben Group, and Founder of the March on Washington Film Festival. Robert shared his vision and goals in creating the March on Washington Film Festival, which "serves as a national platform to tell, celebrate and increase awareness of the untold events and icons and foot soldiers, known and unsung, of the Civil Rights Movement."



# DEI EVENTS

## Virtual Fireside Chat and Book Reveal with Bruce Jackson, Associate General Counsel, Microsoft



Microsoft's Associate General Counsel shares the inspirational story of his rise from childhood poverty in pre-gentrified New York City to a stellar career at the top of the technology and music industries in this stirring true story of grit and perseverance. As an accomplished Microsoft executive, **BRUCE JACKSON** handles billions of dollars of commerce as its associate general counsel while he plays a crucial role in the company's corporate diversity efforts. But few of his colleagues can understand the weight he carries with him to the office each day. He kept his past hidden from sight as he ascended the corporate ladder, but shares it in full for the first time here.



## A Conversation with Will Calhoun in Honor of Black History Month

In honor of Black History Month, Duane Morris and the Black Entertainment and Sports Law Association presented "A Conversation with **WILL CALHOUN**," the Grammy Award-winning drummer of Living Colour. In addition to being a renowned musician, Will is also a writer, historian and documentary filmmaker. Will discussed his career and his forthcoming documentary project, "The Bridge," which explores the African diaspora and the connections of people of color through the universal language of music.

## Duane Morris Attorneys at the 2023 NAPABA Convention

**PHIL CHA, CYNDIE M. CHANG, NATHAN NORIMOTO, GRACE SUR, ANGELICA A. ZABANAL** and Diversity, Equity and Inclusion Manager **UMICA ANDERSON-HOWARD** attended the 2023 National Asian Pacific American Bar Association (NAPABA) Convention in Indianapolis, Indiana, which boasted over 2,700 attendees. NAPABA is the nation's largest Asian Pacific American membership organization and represents the interests of 60,000 attorneys, judges, law professors and law students.





**Matisse or the Matrix - The Future of Generative Art and AI**

Duane Morris LLP and Sotheby's presented a panel discussion on the impact of generative art and artificial intelligence on the art world and beyond, with featured panelist NYASHA FOY, Vice President and Assistant General Counsel, NFTs, of Sotheby's.

**How Latino Entrepreneurs Are Succeeding in and Changing the U.S. Culinary Scene**

ROSA ERTZE moderated a Hispanic Heritage Month celebration featuring BERTHA GONZALEZ NIEVES, CEO and Co-Founder of Tequila Casa Dragones; DARIO WOLOS, Founder of Tacombi; and JULIAN MEDINA, Founder and Chef of El Verano and Toloache. The speakers shared lessons from their journeys, the challenges they've faced in the extremely competitive food and beverage industry, and how they elevated familiar flavors into thriving businesses. The event concluded with delicious foods from Tacombi and Toloache as well as refreshments from Casa Dragones.



**Duane Morris Attorneys at the 19th Annual Corporate Counsel Women of Color Conference**



LISA SCRUGGS, TARSHA PHILLIBERT, TRINA GLASS and JACQUELINE BROOKS attended the 19th anniversary of the Corporate Counsel Women of

Color Conference at the Gaylord Hotel and Convention Center in National Harbor, Maryland. There were over 1,500 in-house, government and law firm women attorneys present.

In addition to promoting networking amongst the attendees, the conference provided a full day of on-trend CLE sessions and two days of professional and personal development and empowerment sessions and activities.



**A Critical Discussion of Recent U.S. Supreme Court Decisions with Texas A&M University School of Law Professor Rachel Moran**

In honor of Hispanic Heritage Month, Duane Morris hosted a critical discussion about recent decisions by the U.S. Supreme Court with Professor RACHEL MORAN of Texas A&M University School of Law and moderated by Judge SUZANNE R. BOLANOS, who chairs the San Francisco Superior Court Elimination of Bias Committee. TERRANCE J. EVANS presented introductions and opening remarks.

# DEI EVENTS

## How Black Bar Associations and Black Lawyers Changed America: A Conversation with Legends

Duane Morris LLP, the National Bar Association Region 9 and the California Association of Black Lawyers presented a webinar featuring legendary lawyers:

- Judge **DEMETRIUS SHELTON**, Administrative Law Judge II, Department of Social Services, State of California; Past President, National Bar Association, Charles Houston Bar Association and the California Association of Black Lawyers
- **RANDY K. JONES**, Member, Mintz; Past President, National Bar Association
- Judge **YVETTE ROLAND**, Hearing Judge, Los Angeles, the State Bar Court of California; Past President, Black Women Lawyers of Los Angeles; Former Partner, Duane Morris LLP
- Judge **JOHNNIE B. RAWLINSON**, U.S. Court of Appeals for the Ninth Circuit
- **JOHN E. SWEENEY**, Civil Rights Attorney
- **SHUMIKA T. R. SOOKDEO**, Esq., President, California Association of Black Lawyers



### Celebrating Pride at Duane Morris

Duane Morris Pride creates awareness and visibility for LGBTQ persons and issues within the firm and beyond. This year, the Philadelphia and New York offices celebrated Pride month with festive receptions.

### Pride Month and Juneteenth Celebration with Nancy Kates, Director of *Brother Outsider: The Life of Bayard Rustin*

Duane Morris LLP, Squire Patton Boggs, Region IX of the National Bar Association and the Bay Area Lawyers for Individual Freedom hosted a special showing of *Brother Outsider: The Life of Bayard Rustin* with remarks from the co-director and legendary filmmaker **NANCY KATES**.

This Diversity, Equity and Inclusion event offered a meaningful exploration of the life of a visionary activist who was the lead strategist behind Martin Luther King Jr.'s 1963 March on Washington, where Dr. King delivered his historic "I Have a Dream" speech. The film highlights Rustin's activism as an openly gay Black man working for change from 1940-60.

**George Boyer Vashon Lecture**

The 2023 George B. Vashon Lecture explored the topic “Understanding and Navigating Bias in Artificial Intelligence” in a panel discussion featuring **SUZANNE MALVEAUX**, CEO, Malveaux Global Media (MGM) and former CNN Anchor and White House Correspondent; **ANTONY HAYNES**, Associate Dean, Albany Law School; **TERRIE-LYNNE DEVONISH**, Chief Legal Officer and Corporate Secretary, Altus Group; and **BRIDGET MCCORMACK**, President and CEO, the American Arbitration Association.



**Diversity, Equity & Inclusion Retreat**

Each spring, diverse attorneys, firm leadership and others from across the country attend the annual Duane Morris Diversity, Equity and Inclusion Retreat to share their experiences at the firm and delve into topics including retention issues, Q&A sessions on matters that affect diverse attorneys and panels on marketing and business development strategies.



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# PAST SPEAKING ENGAGEMENTS

## **Health Care Technology & Long Term Care: Navigating the Digital Age**

December 1, 2023

California Association of Health Facilities Annual Convention  
Palm Springs

NEVILLE M. BILIMORIA



## **Strategy, Leadership, and Analytics Minor (SLAM) 1010: Entrepreneurial Leadership and Problem Solving**

December 1, 2023

Tulane University | Webinar

JOSEPH K. WEST

## **Compensable Time Traps for Employers Under the FLSA: Determining Integral and Indispensable Activities**

November 29, 2023

Strafford | Webinar

NATALIE F. (HRUBOS) BARE

## **Inspiration and Aspiration - Ideas for Eliminating Implicit Bias from Your Law Firm and What to Expect from Courts**

November 16, 2023

The Rutter Group | Webinar

JOSEPH K. WEST

## **Money Talks: Using Pay Equity Audits to Identify and Mitigate Pay Gap Liability**

November 16, 2023

DMi | Webinar

MARIA CÁCERES-BONEAU

## **Get Smart with AI Webinar Series**

November 15, 2023

Strategic Contracting to Reduce Risk | Webinar

AGATHA H. LIU and MILAGROS ASTESIANO

## **The Data Privacy and Security Landscape: Let's Talk About Tech - Wearable Fitness and Health Tech**

November 6, 2023

Duane Morris LLP | Webinar

NEVILLE M. BILIMORIA

## **Influencing Change: AI's Impact on HR Strategies**

November 2, 2023

French-American Chamber of Commerce | New York City

PIERRE GEORGES BONNEFIL

## **Civil Rights Week 2023**

October 30, 2023

City of Baltimore's Office of Equity

JOSEPH K. WEST

## **Employment Law 101 and 102**

October 30, 2023

DMi | Webinar

MARC J. SCHEINER

## **The Importance of DEI to Law Firms and Corporate America**

October 28, 2023

National Bar Association Wiley Branton Symposium and  
Labor and Employment Section Annual Conference

JOSEPH K. WEST

## **Religious Discrimination, Harassment and Accommodations**

October 26, 2023

DMi | Webinar

MARIA CÁCERES-BONEAU

## **Where Our AI Policy Is Headed - A Discussion with the Copyright Office and the Patent and Trademark Office**

October 26, 2023

California Lawyers Association | Webinar

AGATHA H. LIU



**Get Smart with AI Webinar Series**

October 17, 2023

Best Practices for Using AI in Business | Webinar

AGATHA H. LIU and MILAGROS ASTESIANO

**Negotiate Your Compensation Like a Rock Star**

October 12, 2023

Major, Lindsey &amp; Africa | Webinar

JOHN A. NIXON

**The U.S. PTO's War Against the Unauthorized Practice of Patent and Trademark Law by Foreign Associates: Ethical Considerations and Best Practices for Protecting Yourself and Your Clients from Sanctions and Discipline**

October 11, 2023

American Bar Association | Asia/Pacific Conference

THOMAS J. KOWALSKI

**60th Anniversary Higginbotham Leadership Awards Gala**

October 4, 2023

The Lawyers' Committee for Civil Rights Under Law

New York City

JOSEPH K. WEST

**Compliance for the Rest of Us: A School Friendly Guide to Implementing a Compliance System that Works**

October 3, 2023

CAPPs | Annual Conference

EDWARD CRAMP

**Teens in the Workplace**

September 26, 2023

DMi | Webinar

MARC J. SCHEINER

**Technology - Protecting Client Data: Cybersecurity Best Practices for the Wealth Management Industry**

September 15, 2023

Association of African American Financial Advisors Conference

TRINA L. GLASS

**The Data Privacy and Security Landscape: Privacy Issues in AI**

September 14, 2023

Duane Morris LLP | Webinar

JOHN M. BENJAMIN, MICHELLE HON DONOVAN, ROBERT O. CARRILLO and BROOKE B. TABSHOURI

**Key Provisions in M&A Agreements - M&A Bootcamp 2023**

September 12, 2023

Financial Poise | Webinar

JACQUELINE A. BROOKS

**Patent Fundamentals Bootcamp 2023: An Introduction to Patent Drafting, Prosecution and Litigation**

September 12, 2023

Practising Law Institute | Webinar

DEBORAH L. LU, PH.D., and JIAZHONG (JASON) LUO, PH.D.

**Transgender and Non-Binary Employees: Inclusive Workplace Strategies Amidst Public Polarization**

September 12, 2023

DMi | Webinar

NATALIE F. (HRUBOS) BARE

# PAST SPEAKING ENGAGEMENTS



## White House Reception: 60th Anniversary of the Lawyers' Committee for Civil Rights Under Law

August 28, 2023  
Washington, D.C.  
JOSEPH K. WEST

## Words Matter: Tips for Finding the "Right" Words in Challenging Workplace Conversations

August 3, 2023  
DMi | Webinar  
NATALIE F. (HRUBOS) BARE

## Legal Boot Camp: Electric Vehicles and Beyond

July 12, 2023  
Duane Morris LLP | Webinar  
ALYSON WALKER LOTMAN, MONTÉ T. SQUIRE,  
JIAZHONG (JASON) LUO, PH.D., RICHARD C. KIM  
and ANDREW LIDDELL

## Navigating SEC Rules and Regulations: Compliance and Best Practices for Financial Professionals

June 21, 2023  
Association of African American Financial Advisors  
V.I.S.I.O.N. Lite Regional Conference  
TRINA L. GLASS

## Diversity, Equity & Inclusion: LGBTQ+ Workplace Issues

June 8, 2023  
DMi | Webinar  
MICHAEL S. COHEN and SARAH A. GILBERT

## The Data Privacy and Security Landscape: Legal Developments in U.S. Consumer Data Protection Regulations

June 1, 2023  
Duane Morris LLP | Webinar  
SANDRA A. JESKIE, MICHELLE HON DONOVAN,  
NEVILLE M. BILIMORIA and ROBERT C. CARRILLO



## Developments in Workplace Law and Practice 2023

May 31, 2023  
The Library | Chicago  
DANIEL O. CANALES and BRANDON SPURLOCK



**CRISPR, CAR T and mRNA: Scrutinizing Recent Life Sciences IP Controversies to Develop a New Way Forward**

May 19, 2023

American Conference Institute | Conference

THOMAS J. KOWALSKI

**Getting to Yes – Negotiating Settlement of Coverage for Longtail Claims**

May 11, 2023

American College of Coverage Counsel

11th Annual Meeting

RAY L. WONG

**Diversity, Equity & Inclusion**

May 9, 2023

NYL Investors Annual Real Estate Conference

JOSEPH K. WEST

**Elevating Black Excellence: A Virtual Showcase for Black Partners**

April 27, 2023

Black In-House Counsel Network | Webinar

JOSEPH K. WEST

**The State of Diversity, Equity and Inclusion**

March 31, 2023

Southern University Law Center | Conference

JOSEPH K. WEST

**Issues Facing Startups – Innovation Conversation with Thomas Kowalski**

March 22, 2023

Northern Illinois University | Webinar

THOMAS J. KOWALSKI

**What Executives Should Know about Executive Compensation**

March 15, 2023

Forum of Executive Women Pay Equity Committee

Webinar

JOHN A. NIXON

**West Coast States Legal Update**

March 14, 2023

DMi | Webinar

KOUROSH JAHANSOUZ and BROOKE B. TABSHOURI

**The Art of Negotiating Your Next Package**

March 9, 2023

The Executive Leadership Council | Conference

JOHN A. NIXON

**Stay Above Board: What Should Corporate Boards (and Those Who Advise Them) Be Most Concerned About in the Coming Year**

February 24, 2023

National Bar Association Commercial Law Section

Conference

JOSEPH K. WEST

**The Thought We Hate: The Case for Regulating Hate Speech in Public**

February 24, 2023

Midwest Region of the National Black Law Students

Association Conference

LISA T. SCRUGGS

**Workshop for Founders and Start-Ups: Legal 101**

February 15, 2023

Latinas in Tech Los Angeles | Conference

MARIA CÁCERES-BONEAU, RICHARD L. CRUZ,

ROSA M. ERTZE and M. ALEJANDRA VARGAS

**Tulane Black Law Alumni Reunion DEI Panel**

February 4, 2023

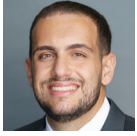
Tulane Black Law Alumni | Tulane Law School

JOSEPH K. WEST

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# NEW DIVERSE ATTORNEYS

We welcome these diverse attorneys who joined Duane Morris in 2023.



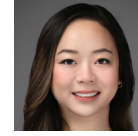
**NICHOLAS BALTAXE**  
Associate



**JACQUELINE A. BROOKS**  
Partner



**RACHAEL CAIN**  
Associate



**DAISY CLIFTON-LEE**  
Associate



**JOSEPH M. COX**  
Partner



**STEVEN B. DAVIS**  
Partner



**TRINA L. GLASS**  
Special Counsel



**JAYLA C. GRANT**  
Associate



**J. ERIC HOLLAND**  
Partner



**SARAH J. JENTILET**  
Staff Attorney



**LAUREN M. KURTZ**  
Associate



**AGATHA H. LIU**  
Partner



**BETTY LUU**  
Associate



**JESSICA MARROQUIN**  
Special Counsel



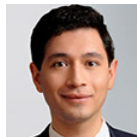
**ROBERT J. NOLAN**  
Partner



**NATHAN K. NORIMOTO**  
Associate



**ACACIA OLSCHWANG**  
Associate



**CHRISTIAN PALACIOS**  
Associate



**ALEXANDER PATRICK**  
Staff Attorney



**EISHA PERRY**  
Associate



**KRISTOPHER W. PETERS**  
Associate



**POLINE POURMORADY**  
Associate



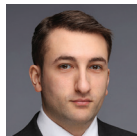
**NATHANIEL REINHARDT**  
Associate



**SAHBA SARAVI**  
Associate



**ANOOSHEH SHAIKH**  
Associate



**PAUL-RAPHAEL SHEHADEH**  
Associate



**JOAKIM SOEDERBAUM**  
Associate



**S. SALIYA SUBASINGHE**  
Partner



**SHIREEN Y. WETMORE**  
Partner



**ROBIN ZHANG**  
Associate

# STRATEGIC ALLIANCES



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LYNNE EVANS  
Philadelphia



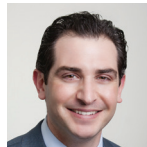
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TERRANCE EVANS  
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