

KRAMER LEVIN
KRAMER LEVIN NAFTALIS & FRANKEL LLP

DIVERSITY

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Message from the Diversity Committee Chair

As Chair of Kramer Levin's Diversity Committee, it gives me great pleasure to share a summary of our firm's diversity programs and initiatives.

The Diversity, Women's Initiative and Pro Bono Committees and our Affinity Groups sponsor programs to build on the firm's long-standing commitment to diversity and community service. We hope you enjoy reading about them throughout the pages of this brochure.

Kramer Levin continues to believe that embracing diversity and the community in which we live allows us to make more informed decisions that will have far reaching and lasting benefits for everyone our firm touches: our employees, our families and our clients.

C. Auguste

Christopher S. Auguste
Corporate Partner



COMMUNICATION
OF OUR
**DIVERSITY
MISSION**

Kramer Levin recognizes that promoting diversity must be a continuous process. As part of that process, the importance of diversity is expressed as often as possible through actions and words. The firm utilizes a variety of communication media to communicate the importance of this initiative, including firm trainings, e-mails, the firm's internal and external websites, public support (financial or other) of various diversity-related organizations, pro bono work, newsletters and meetings.



Diversity at Kramer Levin

Diversity is not new at Kramer Levin and is not the work of one individual or committee, but rather the work of our entire firm. Through dedication, creativity, hard work and leadership of many culturally diverse individuals coming together, our diversity momentum grows stronger every year.

At Kramer Levin, no career will be limited in any way by race, color, ethnicity, gender, sexual orientation, gender identity and expression, religion, nationality, age, disability, or marital and parental status.

Our Diversity Committee

At the heart of our program is the Diversity Committee, a proactive body charged with promoting diversity within the firm, the legal profession in general, and in society at large. The Committee — made up of partners, associates, and senior administrative staff — has a mandate to encourage free and open dialogue on diversity issues, and to oversee the recruitment and assimilation of law students and laterals, as well as ongoing development of lawyers of minority backgrounds.

Our Diversity Programs

Throughout the year, Kramer Levin has hosted programs for staff and attorneys that have aimed to promote awareness on diversity-related topics. Through a series of voluntary programs, CLE programs and mandatory/formal training for both staff and attorneys, the firm has delivered educational programs on a monthly basis throughout the course of the year. Our guest speakers have included:

- Professor Theodore Shaw
- Time, Inc. Deputy General Counsel
Rhonda Joy McLean
- Magistrate Judge Marilyn D. Go, U.S. District Court
for the Eastern District of New York
- Dr. Ellen J. Staurowsky of Drexel University
- Empire State Pride Agenda Executive Director
Nathan Schaefer
- Associate General Counsel of LatinoJustice
PRLDEF Jose Luis Perez
- Julia Pinover-Kupiec of Disability Rights Advocates



OUR VALUES

Our appreciation of the unique differences among us and how we benefit from the diverse backgrounds and experiences of our attorneys and staff enhances our services to our clients while it enriches the lives of both our employees and the communities in which we work and live.



Attracting the Best and the Brightest

Kramer Levin actively recruits the best and brightest law students, clerks and laterals. Our attorneys conduct on-campus interviews around the country and also regularly hire new associates from schools where we do not conduct scheduled visits. For a complete list of schools and career fairs, please visit: <http://www.kramerlevin.com/lawstudents/oci>.

Kramer Levin is committed to recruiting from diverse student populations.

Among the ongoing diversity strategies we employ to increase interest and involvement in the firm are:

- Participation in the Sponsors for Educational Opportunity (SEO) Corporate Law program. The 10-week internship is designed to give minority students a broad experience in the legal field prior to attending law school in the fall.
- Sponsorship of minority law student association events, including mock interview programs, panel discussions and career panels.
- Sponsorship of pipeline programs such as Legal Outreach, YouthBridge-NY and Cristo Rey New York High School Corporate Work Study Program.



SUPPORT TO OUR ATTORNEYS: AFFINITY GROUPS

The firm has several affinity groups to support our attorneys who share a common connection such as race, parenting or sexual orientation. In addition to providing opportunities for networking and relationship building, the groups help identify methods that will assist in recruiting and retaining top talent and also serve as liaisons with other affinity groups in law schools and corporations.

AFFINITY GROUP CONTACTS

Affinity Group for Attorneys of Color: AffinityGroupAttorneysofColor@KramerLevin.com

LGBT Affinity Group: Norman C. Simon, *Litigation Partner*, NSimon@KramerLevin.com

Affinity Group for Working Parents: Matthew Dunn, *Business Immigration Partner*, MDunn@KramerLevin.com



Women's Initiatives

Kramer Levin is committed to creating and maintaining an environment where its women can flourish and become leaders in the legal community, both inside and outside the firm. Representation by women in the firm's senior and partnership ranks continues to increase.

The Women's Initiative Committee, an energetic and active group comprised of both men and women, addresses issues of importance to women at the firm, including improving the recruitment, retention, and advancement of women attorneys, and increasing the representation of women in leadership roles. Business development and networking are key components of the Committee's efforts, and the firm consistently facilitates opportunities for women to create business connections and develop their practices.

Among the programs overseen by the Women's Initiative Committee are the following:

Networking and Social Events

Kramer Levin hosts quarterly internal lunches with all women attorneys to encourage networking and business development, and to foster a sense of community.

The Women's Initiative Committee also organizes lunches with prominent women working in the fields of law and business. These lunches provide Kramer Levin women the opportunity to exchange ideas and share strategies for success with leaders in the legal and business world. Guests of honor have included a United States district judge, the general counsels and senior in-house counsels of prominent companies and foundations, and business founders and executives.

The firm also hosts a signature women's networking event for our attorneys and women clients, with over 100 prominent business executives and lawyers regularly attending. Past events have included a Women's Poker Night; a Women's Billiards Night with women's billiards champion Jeanette Lee; an event at Susan Sarandon's SPiN club featuring top-ranked professional table tennis champion Sooyeon Lee; and an event with academy award-winning actress Goldie Hawn.

Speakers

Kramer Levin frequently hosts discussions with noted speakers on various topics including effective communication strategies and business and professional development. We have been honored to collaborate with, and learn from, inspirational women such as Taina Bien Aime, former Executive Director of Equality Now; Carol Robles Roman, President of Legal Momentum; communications and presentation experts Mary Crane, Lane Bowes and Peggy Klaus; Deborah Henry, President of Flex-Time Lawyers LLC; Brande Stellings of Catalyst; and Deborah Tannen, professor and best-selling author on gender differences in communication styles.

Training

Our women attorneys are encouraged to participate in a variety of training sessions and CLE programs focusing on presentation skills, networking, the art of self-promotion, business development, and other topics tailored to their interests. The firm also sponsors programming with clients and outside organizations, including DirectWomen.

Part-Time and Leave Policies

Recognizing the challenges of balancing professional and personal responsibilities, the firm's part-time and child care leave policies are both generous and flexible. These policies are open to all our attorneys, women and men alike. Any attorney can request a part-time schedule that includes three-day or four-day options. Likewise, any attorney is entitled to leave in connection with a birth, adoption or foster care placement, and can follow that leave with a reduced work schedule on a long-term basis. Attorneys in all departments of the firm, and at all levels of seniority (including partners), have availed themselves of these benefits.





LGBT Initiatives

Kramer Levin is committed to LGBT inclusiveness and equality. We are proud of the recognition we have received for our LGBT diversity efforts. For example, the firm earned a perfect score in the Human Rights Campaign's (HRC) "Corporate Equality Index." HRC is the nation's largest LGBT rights organization.

Kramer Levin has dedicated thousands of hours to pro bono LGBT-related matters. The firm served as co-counsel with Lambda Legal in the New York State marriage equality cases and has filed amicus briefs in the Dale, Lawrence, Windsor, and Perry cases as well as more recent marriage equality cases. In 2010, the firm was co-counsel with the ACLU in *McMillen v. Itawamba County School District*, a case in Mississippi brought on behalf of an openly lesbian student who was denied the right to attend her high school prom with her girlfriend as her date and wearing her attire of choice, a tuxedo. Earlier, the firm represented the lesbian survivor of a September 11 victim in obtaining her fair share of the Victims' Compensation Fund award.

Additional examples of our support of LGBT community organizations and events include the following:

- Serving as counsel to Gay Men's Health Crisis (GMHC) since its founding by Larry Kramer (brother of the firm's late founding partner, Arthur Kramer)
- Serving as pro bono general counsel to the New York City LGBT Community Center
- Serving as pro bono general counsel to Freedom to Marry
- Hosting LGBT leaders to speak at Pride Month firm events
- Hosting Empire State Pride Agenda and other LGBT organizations' board meetings and working groups
- Sponsoring numerous events for LGBT law students, including most recently Harvard Law School Lambda's Annual Gay and Lesbian Legal Advocacy Conference and Dance
- Sponsoring yearly benefits by Lambda Legal, the New York City LGBT Community Center, Empire State Pride Agenda, The Lesbian and Gay Rights Project of the American Civil Liberties Union



PRO BONO

Kramer Levin is proud of the scope of its public service commitments. We actively participate in the communities in which we live and serve. Our pro bono efforts often dovetail with our commitment to diversity by focusing on the needs of underserved groups and communities.



Women

Human Rights

Kramer Levin has won asylum for dozens of refugees from around the world, including a Malian woman who fled persecution due to her gender and political beliefs and had been the victim of rape as a child.

Kramer Levin's asylum program has received Sanctuary For Families' Sanctuary Award for Excellence in Pro Bono Advocacy for work on behalf of victims of domestic violence.

Family Services/Domestic Violence

Working with Her Justice, Kramer Levin has advocated for low-income women in a wide range of family law cases including contested and uncontested divorces and matters involving custody, visitation and/or orders of protection. In addition, our attorneys have provided immigration assistance to battered women and their children through VAWA self-petitions and battered spouse waivers.

In 2014, Kramer Levin partner Eric Tirschwell received the Partner Award at Her Justice's 2014 Commitment to Justice Awards, which honors volunteers who provide legal assistance to Her Justice clients.

Reproductive Freedom

Kramer Levin submitted an amicus brief as co-counsel with the ACLU that helped convince a state appellate court in Texas to reverse the convictions of two pregnant women for delivering a controlled substance to their fetuses under a statute barring delivery of drugs to children. The brief argued that the novel prosecutions violated the women's right to privacy and would improperly discourage pregnant women from seeking medical treatment and prenatal care. Kramer Levin has also assisted the New York Civil Liberties Union with research on reproductive freedom issues.

The LGBT Community

Civil Rights

Kramer Levin is particularly proud of its efforts to secure full marriage equality for same-sex couples, and has been involved with LGBT rights litigation over two decades. Specifically, Kramer Levin served as co-counsel with Lambda Legal in *Hernandez v. Robles*, which sought equal marriage rights for same-sex couples under the New York State Constitution. We won a trial court order striking down marriage discrimination in New York, and, while that decision was overturned, the case sparked intense debate and led to the first passage of a marriage equality bill by the New York State Assembly in 2007 and enactment of marriage equality in the state in 2011. The firm also worked with Lambda Legal on a series of cases, culminating in *Lewis v. New York State Department of Civil Service*, establishing respect under New York law for the validity of out-of-state marriages of same-sex couples. Following the enactment of marriage equality in New York, Kramer Levin sued a landlord who refused to add a longtime spouse to a rent-stabilized lease, securing a significant settlement for the couple.

Health & Social Services

Kramer Levin incorporated Gay Men's Health Crisis in 1981 and still represents it, and serves as pro bono general counsel to The Lesbian, Gay, Bisexual and Transgender Community Center.

Political Asylum

Kramer Levin has won asylum for dozens of refugees from around the world, including four LGBT individuals fleeing homophobic violence in Russia (along with over three dozen LGBT/HIV-related cases referred to the firm by Immigration Equality). Kramer Levin's asylum program has received Human Rights First's Marvin Frankel Award (named after the late name partner of Kramer Levin) for outstanding work on behalf of refugees and asylees, Immigration Equality's Safe Haven Award for efforts on behalf of LGBT asylees.

Promoting Diversity in the Community

Empowering low-income and minority communities:

- Kramer Levin staffs an ongoing position at South Brooklyn Legal Services. Three associates per year rotate through this position — each spending several months representing low-income tenants in Housing Court full time. Every year since 1998, our associates have counseled more than 1,500 clients, many from communities of color.
- Kramer Levin helped win a federal injunction barring Florida from enforcing a state law that had forced non-partisan groups to stop registering voters. The suit, *League of Women Voters of Florida v. Cobb*, was the first to establish First Amendment protection for voter registration activities. The firm has also participated in poll-watching and other activities related to voting rights on behalf of the Asian American Legal Defense and Education Fund.

Supporting arts, culture, health and education in diverse communities:

- Kramer Levin provides general corporate representation for the Wadleigh Scholars Program, which prepares low-income and minority students for admission to boarding schools, and our attorneys actively mentor diverse youth through the Harlem-based Legal Outreach program.
- Kramer Levin has also established a relationship with Public School 11 in Chelsea, through which firm attorneys conduct legal clinics and provide direct representation to low-income families on legal issues that may impact their children's ability to succeed in school. Kramer Levin attorneys have handled housing, immigration, and domestic relations issues on behalf of P.S. 11 families. Kramer Levin was matched with P.S. 11 through a program of Volunteers of Legal Service (VOLS).

Recognitions

In recent years, our diversity efforts have earned considerable recognition:

- In Vault's 2013 Top 100 Law Firms ranking, Kramer Levin is ranked among the top law firms for women and LGBT attorneys.
- In the 2014 Corporate Equality Index, Kramer Levin received a top rating of 100.

External Support

Kramer Levin has a long history of participating in events with or providing financial support to organizations and events that focus on diversity-related issues. Some examples include:

- ACLU Lesbian and Gay Rights Project
- Asian American Bar Association of NY
- Asian American Law Fund of New York
- Asian Pacific American Law Students Association (APALSA)
- The Asian American Legal Defense & Education Fund
- Black Law Students Association (BLSA)
- Empire State Pride Agenda
- Gay Men's Health Crisis (GMHC)
- Hispanic Federation
- Lambda Legal
- Legal Outreach
- Lesbian, Gay, Bisexual and Transgender Law Association of Greater New York (LeGal)
- Minority Corporate Counsel Association
- Minority Mentor Program at Fordham Law School
- NAACP Legal Defense Fund
- National Asian Pacific American Bar Association (NAPABA)
- Practicing Attorneys for Law Students (PALS)
- South Brooklyn Legal Services
- Thurgood Marshall College Fund, Inc.
- Sponsoring numerous events for LGBT law students, including most recently Harvard Law School Lambda's Annual Gay and Lesbian Legal Advocacy Conference and Dance

For more information about Kramer Levin's Diversity efforts, please contact:

Lauren Tapper
Director of Diversity
212.715.9287
ltapper@kramerlevin.com

