

# 2023 Diversity and Inclusion Year in Review

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## 2023 Diversity and Inclusion Year in Review



As 2023 draws to a close, I reflect not only upon a rapidly shifting national landscape and increasing global conflict, but also upon a firm strengthened by a renewed connection and commitment to our shared work. Given the challenges of the moment, I am particularly proud of the successes we have collectively achieved — by coming together in person, virtually and in a hybrid manner — to foster a more inclusive environment.

In early July, in the wake of the Supreme Court's decision on affirmative action and its ruling in the *303 Creative* case, our managing partners reaffirmed our commitment to diversity and inclusion. They noted that D&I are fundamental to our core values of clients, colleagues, community and collaboration. As our D&I team logo illustrates, D&I lie at the heart — and at the crossroads — of our values. Proactive, creative and pragmatic, our approach to diversity, equity and inclusion (DEI) relies on the contributions, wisdom and efforts of the entire firm.



Today, we are delighted to share highlights from the past year, including the Belonging Barbecue we hosted for summer associates and all groups under the DEI umbrella, the DEI discussions facilitated by Taris Mullins designed to help us become more comfortable holding challenging conversations, and a powerful DEI Thought Leadership panel, during which our clients clarified the essential role that DEI efforts play in their own work and in their selection of external counsel.

We also want to express our enormous pride in our affinity group leaders and Diversity Committee members and the outstanding work they do to further our goals. They are an integral part of the journey to make our workplace more inclusive and welcoming. We are grateful for their leadership.

This year has also presented great challenges. As I write, the crisis in Israel and Gaza continues to weigh heavily on our hearts and minds. Our nation has had 635 mass shootings through the middle of December, and our global community has continued to grapple with unpredictable, often catastrophic events linked to climate change. It can be discouraging to think of the number of obstacles to collective peace and safety and to our ability to recognize each other's humanity. What I know is that together, we hold the power to create a community that can welcome and sustain us. Through our interactions, we can generate more expansive thinking and more thoughtful ways of being that will benefit the firm and our clients. I invite each of you to join us in this work of transformation. It is urgently needed, and the time to start is now. Let us begin together.

Onward,

**Nada M. Llewellyn**  
Chief Diversity and Inclusion Officer

## Awards and Recognition

### Crain's New York Business's 2023 Notable Black Leaders

We are proud to congratulate Corporate partner **Christopher Auguste** on his recognition as one of *Crain's New York Business's 2023 Notable Black Leaders*. His honor was announced on Kramer Levin's [LinkedIn page](#).

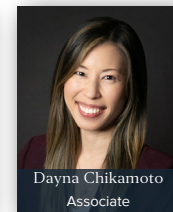
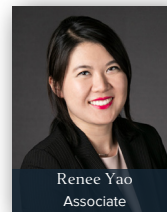


### Leadership Council on Legal Diversity 2023 Fellow and 2023 Pathfinders

We are pleased to announce that the Leadership Council on Legal Diversity selected Corporate associate **Renee Yao** as a 2023 Fellow and named Litigation associate **Dayna M. Chikamoto** and Bankruptcy and Restructuring associate **Megan M. Wasson** as 2023 Pathfinders. Congratulations!



LEADERSHIP  
COUNCIL  
ON LEGAL  
DIVERSITY



### National Legal Aid & Defender Association's Beacon of Justice Award



National Legal Aid &  
Defender Association

Kramer Levin is proud to have been among the law firms receiving the **National Legal Aid & Defender Association's Beacon of Justice Award**. The award was presented at the annual **NLADA Exemplar Awards Gala** on June 8 in Washington, DC. The firm was recognized for its work in LGBTQ+ rights, gender equality and racial equality.



We have long understood that our future as a top law firm depends on developing world-class lawyers with a wide range of perspectives, experiences and social identities. We therefore regard it as imperative that we create and maintain an environment where all members of our community can flourish.

[Learn more](#)

## Racial Justice Initiative (RJI)

### RJI Scholars Program

In keeping with the firm's commitment to D&I, we were delighted to welcome the second cohort of RJI Scholars to Kramer Levin. The RJI Scholars program draws from 1L students attending select New York City law schools who have demonstrated high academic achievement, leadership ability, excellent writing and interpersonal skills, and a commitment to promoting D&I in their community or at school.

Our 2023 class was composed of:



**Kashif Azam**  
NYU School  
of Law



**Michelle Buestan**  
Fordham  
University



**Angela Kang**  
Columbia  
Law School



**Reina Kim**  
Columbia  
Law School



**Sharonya Vadakattu**  
NYU School  
of Law

### RJI Immigration Panel

On Jan. 31, the RJI welcomed Kramer Levin's 2022 Equal Justice Works Fellow, **Maria Fernanda Garcia-Syngros**, for a timely discussion of the current immigration landscape, the experience asylum seekers face and the implementation of the Dedicated Docket program. She discussed her work as a Kramer Levin Fellow, the challenges of representing families in the Dedicated Docket program and ways that Kramer Levin can remain involved. The discussion was moderated by **Aaron Frankel**, co-chair of the firm's Pro Bono Committee.



As part of the firm's RJI, Kramer Levin's RJI Scholars participate in clinics and projects focused on combating racial injustice and inequality. This work helps RJI Scholars jump-start their legal careers by exposing them to the practice of law in a real-world setting where they are supervised and supported by practicing lawyers.

[Learn more](#)

## First Step Program: Spotlight on Marisol Casilla

In 2023, Kramer Levin once again offered internships and mentoring to women in the First Step program, run by the Coalition for the Homeless. First Step helps homeless and low-income women develop the skills and confidence they need to obtain living-wage jobs and achieve financial independence. Many women who interned at Kramer Levin through First Step were subsequently hired by the firm full time.

One of those hires is Marisol Casilla, who joined us as an intern in 2013. Marisol had previously worked at a human resources administration office, where she assisted unemployed people seeking jobs. “I loved it. I loved helping people through the process. If you work within the system, the system can help you.” When her program lost its contract, she found herself on unemployment, and one of the caseworkers told her about First Step. Marisol says First Step is “not an ordinary back-to-work program.” She notes that because of First Step’s impressive roster of sponsors and partners, participants not only gain skills and mentorship but also enjoy perks like Estée Lauder makeovers and Zumba classes. “They build you up in so many areas. Every day is an adventure. You never know what meeting is pending, what client you will meet.”



When she received a list of places to intern, she chose Kramer Levin. “When I got accepted,” she recalls, “I told my case manager at First Step, ‘I’m gonna wow them.’ And that’s just what I did. I wowed them so much that I was the first one here to get hired from the First Step program.” Marisol worked as a duplicating assistant beginning in 2014 and impressed the firm with her enthusiasm and hard work. “People can open doors just to give you an opportunity. And if you can open the door to somebody like me, I will run with it.”

Long days in the duplicating center never got her down. “I loved doing the work,” she says. “Every time there was a big project, I was the first one they asked, and I always said yes. Working until 2 a.m., getting all these huge binding jobs done, it’s not easy. Making 150 books by yourself is challenging.” In addition to working, Marisol attended ASA College and graduated in 2020 with an associate’s degree in Paralegal Studies.

Marisol has been an active member of the Kramer Levin community since her arrival at the firm. Every year, she has participated in the J.P. Morgan Corporate Challenge. Through Kramer Levin, she became CPR-certified and is a fire safety searcher on her floor. She volunteers at pro bono clinics and serves as a translator for Spanish-speaking clients, especially migrants. One of these clients was able to receive a green card through Kramer Levin’s work. Another was granted asylum in a case for which Marisol translated court exhibits from Spanish to English.

At the firm’s 2023 Marvin Frankel Awards, Marisol was recognized for her work. “It’s so rewarding,” Marisol says of her pro bono work. “I just love it so much. It’s amazing; you get to work with the attorneys more. Now they remember my name, and whenever they need something translated, they send me an email first before sending it to the general translation committee.”

Marisol was recently promoted to attorney service coordinator, working on the firm’s pilot implementation of BigHand, which is a portal through which attorneys can request administrative services. “If the secretaries are busy, we pick up the request and can work on that job and help them out while we learn,” Marisol explains. Her new role also comes with a new workspace: She moved from the basement duplicating center to a beautiful shared office. “If you saw my office now,” she marvels, “we have a huge window. We’re in midtown, so we have a great view. It’s like a Cinderella story.”

“First Step has changed my whole entire life,” she reflects. “Not only in my work but family-wise; I was able to show my kids what I can do.” To date, the firm has hired more than a dozen women from First Step. “There are a lot of us here after me,” Marisol observes, “because I opened the door.” Marisol’s ambition continues: She is studying to become a notary and is planning to go back to college for a bachelor’s degree in Human Services. Whatever goals she sets for herself, we have no doubt she will achieve and exceed them.



## 2023 Celebrations and Observances

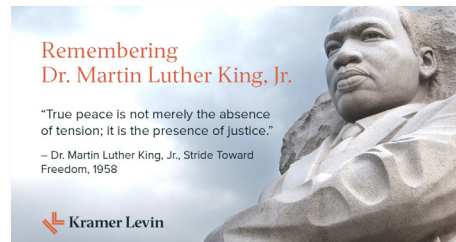


### Lunar New Year

On social media, the firm posted an observance of the Lunar New Year, noting the joy of the holiday as well as sorrow over continuing anti-Asian violence.

### MLK Day

The firm's social media accounts featured a post honoring the memory of Dr. Martin Luther King, Jr.



In addition, a firmwide email offered highlights of Dr. King's life and reflections on his legacy, as well as a link to opportunities to give back to the community through the AmeriCorps MLK Day of Service.

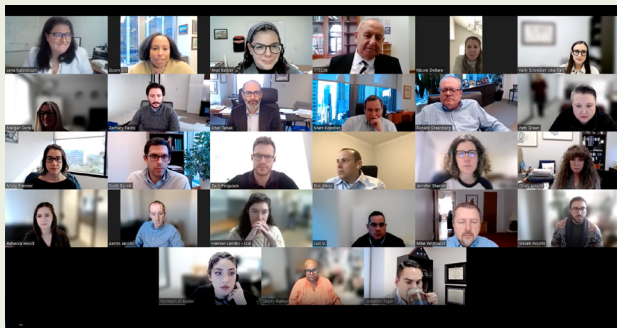
### Holocaust Remembrance Day

In addition to a social media link to the United Nations' Outreach Programme on the Holocaust, Kramer Levin hosted a live virtual event, "Saveliy



Kaplinsky's Story of Survival," offered in collaboration with UJA-Federation of New York. Mr. Kaplinsky shared his harrowing story of survival during the Holocaust and his experience of loss, violence and perseverance in the Minsk ghetto, "surrounded by barbed wire and automatic guns."

Anat Barber, UJA's director, Capital Gifts and Special Projects, moderated the discussion, and Lena Katsnelson, UJA's director, Lawyers Division, provided translation for Mr. Kaplinsky. A recording of this event is available. (Please note that there is a brief audio issue at the beginning of the program that is resolved after the first few minutes.)



### Black History Month



On social media, the firm highlighted a series of African American trailblazers in fields beyond the law. Honorees included Dr. Rebecca Lee Crumpler, the first

African American woman to receive a medical degree in the United States; Dr. Charles Richard Drew, who pioneered innovations in the country's blood banking process; and Katherine Johnson, one of the NASA mathematicians for the first human space flights.

The firm also welcomed Dr. Thomas Fisher, author of *The Emergency: A Year of Healing and Heartbreak in a Chicago ER*. His memoir recounts the terrifying beginnings of the COVID-19 pandemic and what they revealed about the social issues and racial and wealth disparities that affect quality and equity in our health care system.



With Nada Llewellyn as moderator, Dr. Fisher spoke about how centuries of U.S. policy have created environments that disproportionately expose people of color to violence. He shared what his patients have taught him about the United States, noting, "Our bodies reveal the truth about society and our place in it." He concluded that we must not just improve the system but rebuild it, creating a completely new approach that is designed for equity.

## Women's History Month



In honor of Women's History Month, **Nada Llewellyn** hosted **Dr. Courtney Cogburn**, associate

professor of social work and director of the Cogburn Research Group at Columbia University, for a wide-ranging conversation titled "Diversity, Inclusion, and the Future of Working Women."

In addition, the Women's Initiative Network (WIN) hosted a virtual panel on the different paths to partnership taken by some of our women partners. Moderated by (from left to right) **Pam Capps**, the event featured panelists **Jamie Kocis**, **Lisa Kobialka**, **Kerri Ann Law** and **Rachael Ringer** offering advice for people who would like to become partner.



The firm also hosted a second annual women's NCAA basketball tournament pool. Donations were made on behalf of the bracket challenge winners to **Champion Women, Girls on the Run International, Play it Forward Sport** and **Women's Sports Foundation**.

## Juneteenth



In addition to social media posts observing the holiday, the firm celebrated Juneteenth with a presentation by **Dr. Brenna Wynn Greer**, associate professor of history at Wellesley College. During Dr. Greer's second presentation to the firm, she spoke about the history of Juneteenth, discussed ways it has been and is celebrated, and noted its larger significance within U.S. history up to the present moment.



## Asian American and Pacific Islander Heritage Month



In celebration of Asian American and Pacific Islander (AAPI) Heritage Month, Kramer Levin hosted **Patricia Park** in conversation with **Claudia Pak**, Litigation partner and member of the firm's Attorneys of Color Affinity Group.

During the session, Ms. Park discussed her recently published young-adult novel, *Imposter Syndrome and Other Confessions of Alejandra Kim*, and talked about imposter syndrome and its effects.



## LGBTQ+ Pride Month

In commemoration of LGBTQ+ Pride Month, the firm hosted a special event, “Pride and Unrelenting Prejudice: Considering the National LGBTQ+ Rights Landscape,” in collaboration with long-term Kramer Levin partner **Lambda Legal**. Kramer Levin Litigation partners **Jeff Trachtman** and **Norm Simon** hosted **Jennifer Pizer**, chief legal officer and the Eden/Rushing chair for Lambda Legal, and **Richard Saenz**, a senior attorney and the criminal justice and police misconduct strategist at Lambda Legal.



The program provided an overview of Kramer Levin’s long-standing advocacy for the LGBTQ+ community and examined ongoing threats to LGBTQ+ equality through the courts and legislation. The program also explored Lambda Legal’s partnerships with **Black and Pink National** and **Strength in Numbers**.

## Disability Pride Month

In recognition of Disability Pride Month, the firm held a panel titled “Choosing to Disclose a (Dis)ability: A Panel Discussion.” The panel was moderated by **Yashvi Ganeriwala**, Kramer Levin Corporate law clerk and co-lead of the Employees with Disabilities Affinity Group. Joining the panel were:



**Mariette Clardy-Davis**, assistant general counsel at Primerica; owner and managing attorney of M.L. Clardy Law, LLC



**Joseph Milowic III**, director of well-being and of counsel at Quinn Emanuel Urquhart & Sullivan LLP and co-founder of the Lawyers Depression Project



**Marjorie Sheldon**, Kramer Levin Litigation special counsel, founder and co-lead of the Employees with Disabilities Affinity Group

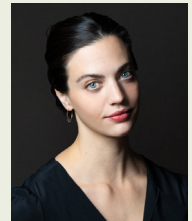
## Hispanic Heritage Month

To commemorate Hispanic/Latinx Heritage Month, the RJ and the D&I team brought back Kramer Levin’s 2022 **Equal Justice Works** Fellow **Maria Fernanda Garcia-Syngros**. Ms. Garcia-Syngros reflected on her experience as a Latina attorney, the impact her identity has on her ability to serve clients and outcomes related to her work assisting families on the Dedicated Docket program. The program was hosted by Litigation associate **Jonaki Singh**, who also co-chairs the firm’s pro bono asylum program.



## Native American Heritage Month

In observance of Native American Heritage Month, the firm hosted an event titled “**From Plenary Power to Trust Responsibility: The Evolution of the Federal-Tribal Relationship.**” The firm welcomed back **Professor Precious Benally**, who spoke with Litigation associate **Katy Telfer** about issues related to Native American law. The discussion provided an overview of the evolution of the federal-tribal relationship, highlighting the role the Supreme Court has played in this evolution, and touched on recent Supreme Court decisions concerning the boundaries, obligations and legal implications of the federal-tribal relationship.



## Veterans Day

The firm issued a bulletin and posted on LinkedIn honoring all who have served in the U.S. armed forces, including members of the Kramer Levin community. Veterans currently working at the firm are (from left to right) **Tara Amidon** (U.S. Army), **Jonathan Caplan** (U.S. Air Force), **Tom Constance** (U.S. Army), **Matthew Doyle** (U.S. Army), **Shawn King** (U.S. Navy), **Simon Liang** (U.S. Marine Corps), **Richard Mahler** (U.S. Navy), **Austin Manes** (U.S. Army) and **Darrell Romero** (U.S. Air Force).



## Panels, Sessions and Presentations

### Firmwide DEI Program Sessions

Kramer Levin is committed to an inclusive culture, supporting equity of opportunity for all and embracing a widely diverse workforce. We believe that a diverse group of lawyers and professionals strengthens our ability to attract and retain talented individuals and enhances our ability to retain and serve our clients.

This year's firmwide, mandatory D&I programming explored ways to talk across differences.



### Tips for Engaging in a Challenging Conversation Across Differences

To foster a beneficial conversation, **Taris Mullins** of **Loeb Leadership** suggests the following tips:

- Focus on a benefits-based approach.
- Set up the conversation for success.
- Increase effectiveness of the delivery.
- Listen actively (enhancing active listening).
- De-escalate tension.
- Establish a shared goal.
- Recognize change/progress.
- Maintain normalcy.

You are engaged in a **fracture-based** conversation if you

- Shift your internal or external attention to blaming or shaming.
- Get emotional and don't stop the conversation.
- Generalize.
- Lose clarity.



You know you are in a **benefits-based** conversation if you

- Are clear about the intended objective.
- Understand your "triggers" and have a plan to mitigate them.
- Consider the other point of view.
- Demonstrate empathy.
- Include the other party in a solution.
- Stay committed.

The first 10 seconds of a conversation will determine its success, so go into the conversation with these ideas in mind.



## Children and Internet Safety Workshops

In February and March, the firm's Working Parents Affinity Group sponsored the program "Children & Internet Safety: What You Need to Know." The first session was delivered by **Allison Bonacci**, director of education for **Cyber Safety Consulting**, and focused on parents of toddlers and elementary school-age children. The second session was offered by **Liz Repking**, founder of **Cyber Safety Consulting**, and focused on challenges specific to tweens and teens. Both experts' sessions educated parents on the dangers that children face in their online lives and provided practical parenting strategies for the digital age.



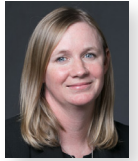
## Attorney Ally Resource Group Sessions

Our newest firmwide group joined the D&I team to explore engaged allyship within the Kramer Levin community. The Attorney Ally Resource Group also hosted book discussions and held foundation sessions with **Cathleen Antoine-Abiala** and **Erin Dunlevy**, expert facilitators from **Restorative Practice NYC**.



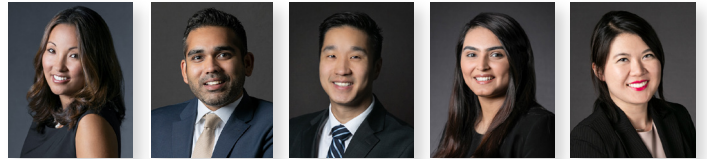
## Driving Diversity in Law and Leadership

As part of the **Centerforce Inclusion & Equity series** conference in New York on April 26, Litigation partner **Kerri Ann Law** took part in a panel discussion titled "Sponsorship, Change Agents & Allies."



## Asian American Bar Association of New York (AABANY) Panel for Law Students: 'My Life as a Kramer Levin Attorney'

In collaboration with the **AABANY**, the firm presented the virtual program "My Life as a Kramer Levin Attorney: A Panel Discussion for Law Students." (from left to right) Partner **Jamie Kocis** and associates **Rohit Biswas**, **Edward Chen**, **Eva Tanna** and **Renee Yao** participated.



## Addressing Diversity Challenges With Business Development Growth

On March 22, the Business Development and D&I teams streamed a recording of the **Diversity and Flexibility Alliance's** signature seminar with **Rudhir Krishtel**, "Addressing Diversity Challenges with Business Development Growth." The seminar provided specific examples of the unique challenges that white women, people of color and other historically underrepresented groups face in the cycle of business development, offering insight into how the firm can better support attendees seeking to achieve business development goals.



## DEI Thought Leadership Client Panel



**Nada Llewellyn** moderated a panel that included Kramer Levin alumna and Director, Americas Lead for Employment Law at BlackRock Katrina Baker; Kramer Levin alumna and Vice President and Senior Managing Counsel, IP at Mastercard Francesca Silverman; and Corporate Counsel, IP and Technology, Head of Legal Diversity at Aflac Randi Warren.



The panelists addressed a range of critical topics, including what motivated them to become involved in DEI, how they have responded to resistance and continued to implement change, how their company's commitment to DEI affects their decision-making when selecting outside counsel, and which DEI initiatives they have found especially interesting and effective.

## DEI Programs After the Supreme Court's Decision on Affirmative Action: Where Do We Go From Here?

In the wake of this summer's historic Supreme Court decision related to college admissions, **Nada Llewellyn** moderated a wide-ranging discussion with Rutgers Law School professor **Stacy Hawkins**. Professor Hawkins contextualized the decision, offering insight into its immediate and potential future impact and discussing ways that DEI work can continue into the future.



## Corporate Counsel Women of Color (CCWC) Career Strategies Conference

**Nada Llewellyn** and DC associate **Chloe Bootstaylor** joined fellow **Association of Law Firm Diversity Professionals** members at the **CCWC** annual Career Strategies Conference. The conference took place in National Harbor, MD.



## OutNEXT Global Summit Panel

In September, Litigation partner **Jeffrey Trachtman** appeared on a panel titled "Advocacy and Impact" at the **OutNEXT Global Summit**, the first and only global talent program for emerging LGBTQ+ leaders. Jeffrey was joined by **Sarah McBride** of Delaware, the first out trans state senator. Ms. McBride is also chair of the **Delaware Senate Health & Social Services Committee** and a current candidate for Congress. The event was moderated by Brian Sims, managing director, Government Affairs & Public Policy of **Out Leadership**.



## Antisemitism & Israel-Palestine Discourse

Antisemitism is on the rise, both in the U.S. and around the world, a phenomenon that has markedly increased in the wake of the Hamas attack of Oct. 7 and Israel's response. In December, we welcomed back **Oren Jacobson**, co-founder and executive director of **Project Shema**, for a program titled "Antisemitism & Israel-Palestine Discourse." The discussion focused on the ways that antisemitism mars discourse around the war between Israel and Hamas. The program aimed to ensure that all attendees, regardless of identity, understand why and how anti-Jewish ideas are showing up in public discourse.



## Shine a Light Workplace Summit

**Nada Llewellyn** attended the **Shine a Light Workplace Summit**, presented in partnership with the Anti-Defamation League, **The Brandeis Center**, **Project Shema** and **UJA-Federation New York**. The event focused on navigating the challenges of addressing antisemitism in the workplace, bringing together thought leaders and DEI professionals committed to building a workplace culture that promotes safety for all employees.



## Social Events

### Asian American Bar Association of New York Annual Dinner

In May, the **AABANY** held its **34th Anniversary Annual Dinner** at Cipriani Wall Street. The event theme was “Embracing Wellness and Well-Being: Strengthening the Legal Profession by Investing in Ourselves.” With the pandemic, anti-Asian hate, and the stress of life and the legal profession, prioritizing mental health and well-being is critical. AABANY is working to help destigmatize mental health, substance use, and personal or professional challenges and highlight the importance of self-care and well-being.



### Attorneys of Color Dinner at Barn Joo

In May, the firm's Attorneys of Color Affinity Group met up for a Korean dinner and drinks at Barn Joo.



### D&I Belonging Barbecue

On July 19, the D&I Team hosted its first annual Belonging Barbecue, welcoming summer associates, members of the firm's affinity and resource groups, members of our Women's Initiative, participants in our Women's Circles, and Diversity Committee members for door prizes, games, cocktails and mocktails, and great food!



### Business Immigration Group Women's Happy Hour

On Aug. 22, women attorneys from the Business Immigration group got together for happy hour at Lillie's Victorian Restaurant.



### LGBTQ+ Affinity Group Fall Social Event

In October, the LGBTQ+ Affinity Group met at Everdene at the Virgin Hotel for mocktails, cocktails and snacks.



## Women's Initiative Network (WIN) Tea Around Town Event

WIN hosted a **Tea Around Town bus trip** through midtown. During the 90-minute tour, participants enjoyed treats and tea with colleagues while passing familiar landmarks like Grand Central Station and Radio City.



## Attorneys of Color Affinity Group Virtual Escape Room Event

The Attorneys of Color Affinity Group held a virtual escape room event in November. Everyone was a winner!



## Mix and Jingle Event

At this in-person event, members of the firm's affinity groups, Ally Resource Group, Women's Circles and Diversity Committee learned to make a variety of cocktails and mocktails while connecting with colleagues old and new. The staff of Liquid Lab provided us with expert mixology advice as we mingled!



## Looking Ahead to 2024

We're better together. We believe that we all have a role to play in making Kramer Levin more inclusive, and we encourage all employees to bring their ideas and energy to our effort to make the firm a place where everyone feels like they belong.

### Key DEI Engagement Opportunities

- **Join a group:** Though each group charts its own direction based on member needs, our affinity groups, Women's Initiative and Women's Circles meet regularly to provide community, support and advocacy for historically underrepresented groups within Kramer Levin and include the following:
  - Attorney Ally Resource Group
  - Attorneys of Color Affinity Group
  - Employees with Disabilities Affinity Group
  - LGBTQ+ Affinity Group
  - Women's Circles
  - Women's Initiative
  - Working Parents Affinity Group
- **Lead the way:** Get involved with the firm's Diversity Committee, which calls on committed lawyers and staff to shape the future of an increasingly diverse Kramer Levin.
- **Attend regularly scheduled D&I team events:** The firm regularly invites leading thinkers to present as part of our heritage month celebrations, to discuss issues of critical concern for law firms and society at large, and to raise awareness of emerging issues and their potential solutions.
- **Apply your talents to pro bono efforts:** The firm's efforts to make a more just and equitable society extend far beyond our office walls. We encourage lawyers and staff to look at the [RJI](#) in particular for ways to shift our broader culture.

### Diversity Lab Disability Inclusion Commitments

Individuals who identify as having a disability comprise 21% of the U.S. workforce but only 1.4% of lawyers at law firms. This gap is the result of many factors, including that disability inclusivity is sometimes overlooked or overshadowed in firms' diversity efforts and across the profession more broadly.

In addition to signing on to [Diversity Lab's](#) current [Mansfield Rule](#) cohort, Kramer Levin has committed to implementing the organization's [Disability Inclusion Advisory Group's](#) list of 10 actions that can help foster a more inclusive environment for those with visible and invisible disabilities:



#### Disability Inclusion Commitments

1. Establish a disability employee resource group.
2. Conduct an annual survey for lawyers and business professionals to identify as having a disability.
3. Create opportunities for everyone in the firm to discuss their ideas and perspectives on inclusive actions and language related to disabilities.
4. Remove physical barriers for employees, clients and other constituents to perform their jobs.
5. Remove digital barriers.
6. Ensure firm and client events don't exclude colleagues with disabilities.
7. Infuse the culture with inclusivity for people with disabilities and reward individuals who do the work.
8. Increase opportunities to hire disabled people.
9. Start a disability mentorship program.
10. Add disability inclusion to the board's and/or management committee's agenda.

## 2023 Affinity Group and Women's Initiative Leaders

The leaders of our Diversity Committee, affinity groups, Women's Initiative Committee and Women's Circles dedicate significant time and exceptional talent to the furthering of D&I at Kramer Levin. We are grateful for their service to the firm and contributions to our community.

Our 2023 leaders are:

### Diversity Committee



Christopher Auguste

### Women's Initiative Committee



Pam Capps



Jamie Kocis

### Working Parents AG



Ariel Lavinbuk



Benu Wells



Dan Williams

### Attorneys of Color AG



David Alexander



Rohit Biswas



Ed Chen

### Employees with Disabilities AG



Yashvi Ganeriwala

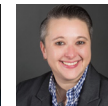


Marjorie Sheldon

### LGBTQ+ Employees AG



Brandon Arnold



Patti Green



Randy Kreider

### Women's Circles



Pam Capps



Marissa Holob



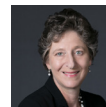
Eliza Kaiser



Jamie Kocis



Jennifer Sharret



Elise Wagner

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## About the Firm

Kramer Levin provides proactive, creative and pragmatic solutions that address today's most challenging legal issues. The firm is headquartered in New York with offices in Silicon Valley, Washington, DC, and Paris and fosters a strong culture of involvement in public and community service. For more information, please visit [www.kramerlevin.com](http://www.kramerlevin.com).