

DIVERSITY 2006 POST-CONFERENCE LEGAL SYMPOSIUM

Diversity – The New Imperative

How In-House Counsel and Law Firms Can Meet the Challenge

Get the tools you need to address the business value of diversity, avoid common pitfalls, and create an inclusive culture that facilitates the attraction and retention of diverse employees.

WEDNESDAY, MAY 24, 2006 11:00 a.m. – 6:30 p.m.

Rochester Riverside Convention Center, Rochester, New York

SESSIONS AND PANELS FROM LEADING NATIONAL AND INTERNATIONAL EXPERTS



OPENING KEYNOTE

Taswell Papier
Cape Town, South Africa
2006 World Lawyer of the Year



LUNCHEON SPEAKER

The Honorable
Mr. Justice Michael H. Tulloch
Superior Court of Justice of Canada



FEATURING

Lauren Rikleen, Senior Partner,
Bowditch & Dewey, author of
“Ending the Gauntlet: Removing
Barriers to Women’s Success in the Law”

PANELS AND SESSIONS

- **Diary of a Diversity Initiative**
- **Diversity – An International Perspective**
- **Clients – The Catalysts for Changing Law Firms**
- **Measuring the Success of Your Diversity Initiative**
- **How Do White Men Fit In to the Diversity Effort?**
- **Managing the Diversity Pipeline**

A MUST-ATTEND HALF-DAY SYMPOSIUM FOR PEOPLE IN THE LEGAL PROFESSION

PRESENTED BY

Workforce Diversity  Network

The nation’s leading resource for education and networking on workforce diversity

PRINCIPAL SPONSOR


NIXON PEABODY LLP
ATTORNEYS AT LAW

**REGISTER
BY MAY 5
& SAVE!**

Diversity – The New Imperative

If any of the following situations has been the subject of discussion at your law firm or corporation you are not alone.

These issues are business imperatives and matters of survival:

- We have a diversity initiative, but we are not getting results.
- We're hiring people, but they are not staying.
- Our customers or clients are increasingly insistent that we clearly demonstrate that their business can be handled by a diverse staff.
- We want to offer legal representation that reflects our customers and the communities we serve.
- We are struggling with seeing why diversity is an imperative and how it can make our business better.

ATTEND THIS SPECIAL HALF-DAY SYMPOSIUM AND HELP YOUR FIRM LEARN:

- The business value of diversity and how it affects your bottom line.
- How to avoid common pitfalls, and develop and sustain a diversity initiative that works.
- How diversity does not come at the expense of quality or other people.
- How to shift from an emphasis on recruiting to the creation of an inclusive culture that naturally facilitates the attraction and retention of diverse employees.

NATIONALLY RECOGNIZED BEST PRACTICES

This is your opportunity to reaffirm your law department's or firm's commitment to diversity. Learn from leading experts on the most successful ways to use diversity effectively to enhance your business development, recruitment and productivity. Learn about current trends, opportunities and challenges in creating and managing a diverse legal organization.

WHO SHOULD ATTEND?

- In-house counsel
- Law firm partners, associates, paralegals and staff
- Law school placement deans, students and recruiters

A G E N D A



Opening Keynote Address

Taswell Papier, Partner
Sonnenberg Hoffmann Galombik
South Africa and 2006 World Lawyer
of the Year

11:00 a.m. – 12:00 Noon

Taswell Papier, is recipient of the coveted global 2006 World Lawyer of the Year award, which recognized his efforts in providing the poor with free access to justice. Papier is a senior partner in SHG's corporate and commercial department. He has extensive experience in litigation, marine and fisheries legislation, environmental law, commercial and property transactions. He specializes in corporate and commercial law, including international foreign trade and international corporations doing business nationally and in Africa. The former president of the Cape Law Society has spent large parts of his career fighting a racist system, never bowing to apartheid or its legacy.



Luncheon Keynote Presentation

The Honorable
Mr. Justice Michael H. Tulloch
Superior Court of Justice of Canada
12:15 p.m. – 1:15 p.m.

The Honorable Mr. Justice Michael H. Tulloch is Judge of the Superior Court of Justice of Canada. Mr. Justice Tulloch is chambered in Brampton, Ontario and presides within the Central West Region of Ontario. Prior to his appointment to the Court, he was an Assistant Crown Attorney in Peel and Toronto. From 1995-2003, Justice Tulloch entered private practice, specializing in criminal law and also serving as a special prosecuting agent with the Federal Department of Justice and participating in a number of commissions.

Concurrent Sessions

1:30 p.m. – 3:00 p.m. and 3:15 p.m. – 4:45 p.m.

Closing Session and Networking Reception with Presenters

We'll wrap up this dynamic symposium with an opportunity to network with colleagues, and talk with presenters. Hors d'oeuvres and cash bar.

5:00 p.m. – 6:30 p.m.

Diary of a Diversity Initiative

1:30 – 3:00 p.m.

In 2006, Nixon Peabody LLP was recognized by *FORTUNE* magazine as one of the “100 Best Companies to Work For[®],” one of only six law firms in the United States named to the list. The firm’s commitment to diversity and inclusion was a key factor in its selection.

A panel of individuals from Nixon Peabody’s Diversity Action Committee will review the creation and development of the diversity initiative within the law firm. The discussion will address both the opportunities and challenges such an initiative presents. The panelists will also share some of their best practices and ideas for success.

Nixon Peabody Panel



Bill Simpson
Moderator,
Human Resources
Director



Margaret Clemens
Partner



John Higgins
Counsel



Elizabeth Moore
Partner

Diversity – An International Perspective

1:30 – 3:00 p.m. and 3:15 – 4:45 p.m.

U.S. businesses increasingly work in a global economy. To serve these businesses well, lawyers must not only understand their businesses but also the cultures outside the United States where they operate. Our panel of lawyers will discuss the impact of diversity on the legal landscape and business environment in other countries including Canada, India and South Africa.

Panel



Kendal Tyre
Moderator,
Partner, Nixon
Peabody LLP, USA



Richa Gautam
Associate,
Nixon Peabody
LLP, USA



Taswell Papier
Partner, Sonnenberg
Hoffmann Galombik,
South Africa



The Honorable
Mr. Justice Michael
H. Tulloch, Superior
Court of Justice
of Canada

Clients – The Catalysts for Changing Law Firms

1:30 – 3:00 p.m. and 3:15 – 4:45 p.m.

Clients represent a powerful voice for change. If clients use their collective voice to seek changes in the profession, the results could be immediate. Do in-house counsel have a responsibility to use their economic clout to promote diversity in the law firms with which they do business? What are effective ways to ensure that firms provide meaningful statistics about their diversity efforts and results?

Panel



Lauren Rikleen
Moderator,
Senior Partner,
Bowditch &
Dewey LLP



LaFleur Browne
Division Counsel
and Assistant
Secretary,
Corning Inc.



Dale Skivington
Assistant General
Counsel, Eastman
Kodak Company

Measuring the Success of Your Diversity Initiative

1:30 – 3:00 p.m. and 3:15 – 4:45 p.m.

Learn how to establish metrics to determine the effectiveness of your diversity strategy and particular diversity-related endeavors.

- Defining and agreeing on what you should measure
- Going “Beyond the Numbers”
- How timely should be the reporting
- How do clients measure/evaluate law firms



Mauricio Velásquez
CEO, The Diversity
Training Group

**(White) Man in the Mirror:
How Do White Men Fit In to the Diversity Effort?**

1:30 – 3:00 p.m. and 3:15 – 4:45 p.m.

This presentation and facilitated discussion will explore the roles and realities of white men in organizational efforts to promote greater diversity and inclusion. What’s in it for white men? What are the risks? Are they invited, expected and welcomed to the work? What can they do? The session will be interactive—examining reality with a constructive, “no blame/shame/attack” approach.



Douglas C. Reynolds, Esq.
Senior Consultant
Verna Myers
Consulting
Group, LLC

Managing the Diversity Pipeline

3:15 – 4:45 p.m.

Businesses recognize that diversity benefits clients, the workforce and the general population, and that diversity in highly skilled professions requires investments in minority youth who form the “pipeline” to the workforce. While other professions have implemented diversity pipeline programs for decades, the legal profession has largely remained disengaged from this effort, causing it to lag behind. Even well-intentioned firms cannot recruit effectively with a diminishing pool of candidates. We will discuss initiatives under way to address these issues.

Panel



Carl G. Cooper
Chief Diversity
Officer, Kirkpatrick
& Lockhart
Nicholson
Graham LLP



John Higgins
Counsel, Nixon
Peabody LLP



Jill Schultz
Partner, Nixon
Peabody LLP



Mike Wolford
Partner, Wolford
& Leclair LLP

Closing Session and Networking Reception with Presenters

5 – 6:30 p.m.

We’ll wrap up this dynamic symposium with an opportunity to network with colleagues and talk with presenters. Hors d’oeuvres and cash bar.

Registration Form

POST-CONFERENCE LEGAL SYMPOSIUM:

DIVERSITY – THE NEW IMPERATIVE

Wednesday, May 24, 11 a.m. – 6:30 p.m.

Please check the sessions you wish to attend and complete all registration information.

WDN Member \$175 Non Member \$225
If registered by May 5, 2006.

WDN Member \$200 Non Member \$250
If registered after May 5, 2006.

Choose one 1:30 – 3:00 p.m. session

- Diary of a Diversity Initiative
- Diversity – An International Perspective
- Clients – The Catalysts for Changing Law Firms
- Measuring the Success of Your Diversity Initiative
- (White) Man in the Mirror:
How Do White Men Fit In to the Diversity Effort?

Choose one 3:15 – 4:45 p.m. session

- Managing the Diversity Pipeline
- Diversity – An International Perspective
- Clients – The Catalysts for Changing Law Firms
- Measuring the Success of Your Diversity Initiative
- (White) Man in the Mirror:
How Do White Men Fit In to the Diversity Effort?

Registrations cannot be processed without payment.

Name _____ Title _____

Company Name _____

Address _____

City _____ State _____ Zip Code _____

Telephone _____ Fax _____

Email _____

Special Requests (please indicate) _____

METHOD OF PAYMENT

\$ _____ My check is enclosed payable to: The Workforce Diversity Network

Charge to: MasterCard Visa American Express

Account Number _____ Exp. Date _____

Amount \$ _____

Name as it appears on card _____

Signature _____

Register Online!

Early registration and Workforce Diversity Network member discounts.
See www.workforcediversitynetwork.com for details.

Mail or fax forms to:

Barbara Cutrona, Workforce Diversity Network
150 State Street, Rochester, NY 14614

Phone and Fax:

P: 585-224-2727 F: 585-224-2728

Diversity 2006 Post-Conference Legal Symposium

Hotel Accommodations

Rooms have been reserved for conference attendees at the Hyatt Regency Rochester at a special rate of \$110/night (single or double occupancy). Please reserve your room by May 4, 2006 and identify yourself as an attendee to get the conference rate.

Reservations: Tel: 585-546-1234, Fax: 585-546-6777
125 East Main Street, Rochester, NY 14604

Take Advantage of Even More Educational Opportunities at Diversity 2006 – The Workforce Diversity event to be at in 2006!

May 22-24, 2006

Rochester Riverside Convention Center

Join your colleagues from across the nation for one of the year's most extensive conferences on workforce diversity.

- 3 days with more than 50 sessions and keynotes
- Featuring the nation's top diversity experts and innovative thinkers
- Something for every learning style
- Explore generational, global and cultural changes, leadership roles and competencies, creating inclusive organizations, recruiting, retaining and developing a diverse workforce, and legal issues

For a conference brochure, details on sessions, speakers, and registration visit www.workforcediversitynetwork.com or call 585-224-2727.

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