



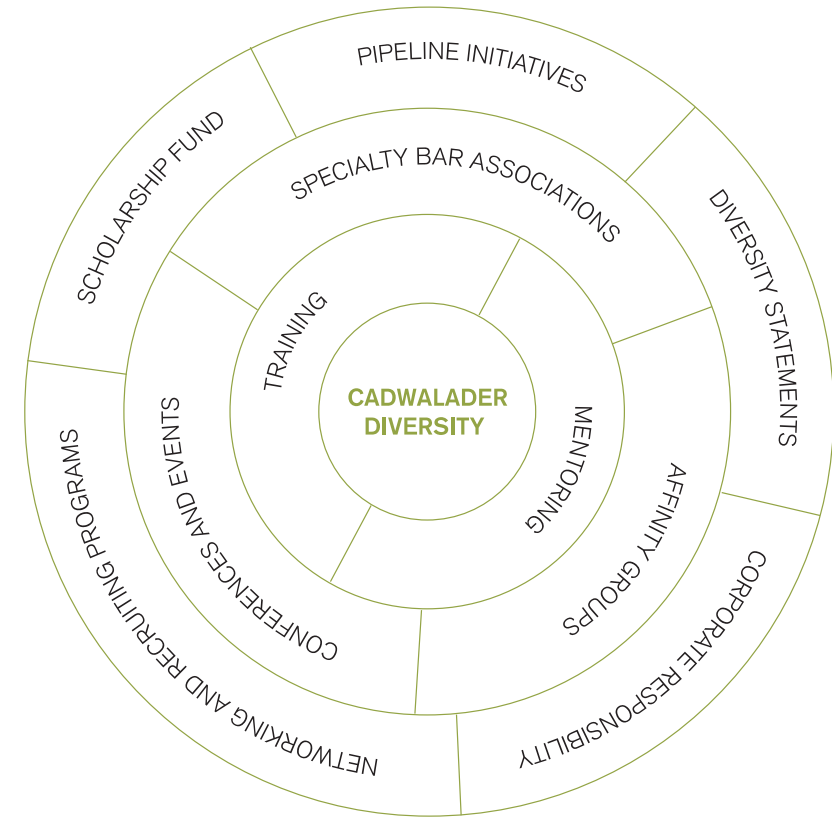
*Our Differences Make Us Stronger*

diversity report

CADWALADER

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*diverse*

**dī-'vərs**

*adjective*

- 1: differing from one another
- 2: composed of distinct or unlike elements or qualities

# From the Managing Partner

I take great pleasure in introducing Cadwalader's 2008 Diversity Report.

We believe that our continued strength lies in ensuring that we attract, retain, and nurture the very best talent from all backgrounds, and we expect the future complexion of Cadwalader, Wickersham & Taft LLP will, with each passing year, more closely reflect the global community that we serve.

On behalf of my colleagues at Cadwalader, we are pleased to provide you with information concerning our many and varied efforts to ensure that we fulfill our commitment to diversity. We have implemented a comprehensive program to educate all of our personnel about the benefits of embracing diversity and inclusion, key diversity concepts, awareness of cultural backgrounds, barriers to diversity and inclusion, and overcoming these barriers. In addition to this and the other exciting undertakings described in this report, we proudly support a host of gender, racial, ethnic, and sexual orientation diversity initiatives.

Cadwalader is committed to fostering a diverse and inclusive work environment that welcomes and supports the development and advancement of individuals of all backgrounds. Our commitment to diversity contributes to creating a more productive, effective, and dynamic work environment, not only in our offices but throughout our communities.



Robert O. Link, Jr.  
Managing Partner  
Cadwalader, Wickersham & Taft LLP

# Cadwalader's Diversity Plan

Cadwalader has worked diligently to promote an inclusive work environment and, over the years, has developed many initiatives to fit our unique goals and challenges on issues of diversity and inclusion. Our Diversity Committee and Director of Diversity are charged with spearheading Cadwalader's diversity initiatives. In addition to the firm's Chairman and the firm's Managing Partner, the Diversity Committee includes partners representing each of the firm's practice departments, the hiring partners for, and attorneys representing, each of the firm's offices, the Director of Diversity, and human resources personnel. The firm also has designated a partner in each practice department – the "diversity partner" – to oversee the implementation of diversity initiatives at that level.

## initiatives

### AFFINITY GROUPS

Our affinity group program provides firm support and resources to attorneys who have organized affinity groups based upon race, ethnicity, gender, disability status, or sexual orientation – those minority demographic categories tracked by the National Association for Law Placement. The firm encourages any group of attorneys with shared interests and cultures to form an affinity group, which serves as another resource for networking and professional development.

### DIVERSITY STATEMENTS

Cadwalader is a signatory to the Statement of Diversity Principles of the New York City Bar, and participates in the association's monthly diversity working group where best practices for diversity and inclusion are discussed. Cadwalader is also a signatory to the New York County Lawyers' Association Diversity Statement.

### DIVERSITY TRAINING

We require diversity training for all Cadwalader personnel. The focus of these sessions is on making the most of every work relationship. Experts in the field of corporate and law firm diversity lead the training sessions, providing participants with the information, tools, and skills necessary to appreciate, value, and respect the various cultures and perspectives that exist in a diverse work environment.

### MENTORING PROGRAM

The firm's mentoring program focuses on creating nurturing relationships and fostering professional development, and includes a particular focus on providing opportunity and promoting development for our attorneys of color, women attorneys, LGBT attorneys, and disabled attorneys. Attorneys are paired with a mentor when they first arrive at the firm, with the opportunity to express a preference for a mentor of a particular race, ethnic group, gender, disability status, or sexual orientation.

### PIPELINE INITIATIVES

In order to address the declining number of minority students applying to and attending U.S. law schools, Cadwalader has initiated several efforts to encourage college and high school students to consider a career in the legal profession.

#### ▪ Legal Outreach, Inc.

The firm is a sponsor of Legal Outreach, Inc., a nonprofit organization based in New York City that prepares urban youth from underserved communities to compete at high academic levels by using intensive legal and educational programs as tools for fostering vision, developing skills, enhancing confidence, and facilitating the pursuit of higher education. The organization uses law to attract junior high school students to academic programs that inspire and motivate them to strive for academic success. Legal Outreach has been hailed by the *Minority Law*

*Journal* as “arguably the legal profession’s best example of an early intervention pipeline program – and one of the few with a long term track record.” Each year, in addition to providing financial support to the organization, Cadwalader hosts four students in our New York offices as part of our summer intern program.

▪ **LSAT Prep Scholarship**

The firm recently established the Cadwalader Diversity LSAT Prep Scholarship to acknowledge undergraduate students interested in pursuing a legal career who have strong academic records and a demonstrated commitment to improving diversity in higher education and to providing assistance to underserved communities. The program provides up to eight scholarships annually to qualified students for the purpose of paying the tuition of an LSAT preparatory course.

▪ **SEO Program**

Sponsors for Educational Opportunity recruits and trains outstanding college students and recent graduates of color from across the country for internships that lead to careers in many competitive industries, including the law. Since 1986, the SEO Corporate Law Program has sought highly talented pre-law students to intern at the most prestigious law firms and financial

institutions in New York City and, beginning in 2008, in Washington, D.C. In addition to providing students with employment opportunities, the Corporate Law Program includes a two-week Corporate Law Institute that provides interns with an intensive law school prep program. As a sponsor and participant in the SEO program, Cadwalader employs at least two SEO interns each summer in order to give them a first-hand look at the practice of law in a large law firm.

**SPECIALTY BAR ASSOCIATIONS**

Cadwalader encourages its attorneys to join specialty bar associations in order to expand their professional development and networking opportunities. These include, but are not limited to, the Asian American Bar Association of New York; the Hispanic National Bar Association; the Lesbian, Gay, Bisexual and Transgender Law Association of Greater New York; the Metropolitan Black Bar Association; the National Asian Pacific American Bar Association; the National Bar Association; the Native American Bar Association; the New York State Women’s Bar; the North Carolina Association of Women Attorneys; and the Women’s Bar Association of D.C.

focus on...

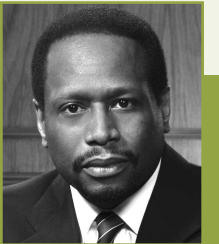
# Jeremiah DeBerry

Jeremiah DeBerry, Cadwalader’s Director of Diversity, is responsible for ensuring that Cadwalader fulfills our commitment to enhancing diversity. In this capacity, Jerry oversees all aspects of the firm’s efforts to recruit, hire, train, and promote diverse attorneys, including community outreach, and the development and implementation of diversity and inclusion policies for all of our offices. He also serves as a member of the firm’s Hiring Committee.

An active proponent of diversity in the legal profession for more than 15 years, Jerry is the founder and former President of the National Attorney of Color Network, an organization that serves as a resource for legal employers seeking to establish a diverse workforce. Prior to that, he was a corporate partner in the New York office of a major law firm, where he served on both the Recruiting Committee and the Diversity Committee, for which he drafted the firm’s strategic diversity plan. He is a frequent speaker and panelist on law firm diversity matters, a member of the Association of Law Firm Diversity Professionals, and the author of “An Advocate of Their Own,” an article published in the *Legal Times* that identifies critical success factors for full-time diversity professionals in law firms.

Jerry is also a member of the National Bar Association, the Hispanic National Bar Association, Black Entertainment and Sports Lawyers Association, and the American Bar Association’s Commission on Racial and Ethnic Diversity in the Legal Profession. He earned his J.D. from the University of Virginia School of Law, where he was an Editor of the *Virginia Law Review* and an Earl Warren Legal Scholar. He received his undergraduate degree from Tufts University and completed the Executive Training Program on Corporate Governance at Northwestern University’s Kellogg School of Management.

## IN HIS OWN WORDS



**What led to your interest in taking on a role as Director of Diversity at a law firm?**

I wanted to do something I am passionate about. Based on my personal experiences, I had a desire to address, redress, and rectify some challenges and obstacles that I encountered during the years in which I practiced.

**How do you define success in the diversity arena?**

The definition of success in the diversity arena must include more than just an increase in the number of diverse attorneys. It must include a supportive and inclusive work environment where minority attorneys have equal access to challenging and rewarding assignments, superior professional development opportunities, and opportunities to make meaningful contributions to the firm.

**What do you like best about the position?**

I am fortunate that at Cadwalader I have daily interaction with bright, intelligent, and dedicated attorneys and staff. It is gratifying to work with them to positively affect the professional development of young attorneys.

**What do you miss most about practicing law?**

The thrill of the deal. I enjoyed the high-intensity, pressure-filled environment of practicing law and the opportunity to match wits against the “best and brightest” attorneys. I also miss the challenge of drafting and negotiating complex commercial transaction documents.

*inclusive*

**in-'klü-siv**

*adjective*

- 1: comprehending stated limits or extremes
- 2: broad in orientation or scope
- 3: enclosing; embracing

# *corporate responsibility*

An important component of Cadwalader's diversity initiatives is our participation in, and financial support of, law student, bar association, and community group activities that focus on diversity-related issues. In the last year alone, Cadwalader has participated in events with, and provided financial support to, the following organizations:

- ACLU Lesbian and Gay Rights, HIV/AIDS Projects
- Asian American Bar Association of New York (AABANY)
- Asian American Legal Defense and Education Fund (AALDEF)
- Asian Pacific American Law Students Association (APALSA)
- Association of Black Women Attorneys (ABWA)
- Black, Latino, Asian Pacific American Law Alumni Association (BLAPA)
- Hispanic National Bar Association
- Howard University Law School
- Immigration Equality (Lesbian/Gay/Bisexual/Transgender)
- La Alianza 8th Annual Law and Policy Conference at Harvard Law School
- Lambda Legal Defense and Education Fund
- Latina/o American Law Students Association (LALSA)
- Lesbian, Gay, Bisexual and Transgender Law Association of Greater New York (LeGaL)
- Metropolitan Black Bar Association (MBBA)
- The Minority Corporate Counsel Association's Annual "Creating Pathways to Diversity" Conference
- Minority Mentor Program at Fordham Law School
- NAACP Legal Defense and Education Fund
- National Asian Pacific American Bar Association (NAPABA)
- National Bar Association
- National Black Law Students Association (BLSA)
- New York County Lawyers' Association Committee on Women's Rights
- Practicing Attorneys for Law Students (PALS)
- South Asian Bar Association of New York (SABANY)
- South Asian Law Students Association (SALSA)
- Sylvia Rivera Law Project (SRLP)

# recognition

Cadwalader has been recognized by a number of national publications for the success of its diversity efforts, including:

## THE AMERICAN LAWYER DIVERSITY SCORECARD

*The American Lawyer's* 2007 Diversity Scorecard ranked Cadwalader 64 out of 209 of the nation's largest law firms based on percentage of minority attorneys.

## THE HUMAN RIGHTS CAMPAIGN

For both 2006 and 2007, Cadwalader received a score of 95 from The Human Rights Campaign Corporate Equality Index report, an analysis and rating of large U.S. employers and their policies and practices pertinent to gay, lesbian, bisexual, and transgender employees, consumers, and investors.

## MULTICULTURAL LAW MAGAZINE

*MultiCultural Law* magazine named Cadwalader one of the top 100 law firms in the country for diversity in its March 2008 issue.

## NATIONAL ASSOCIATION OF WOMEN LAWYERS

Cadwalader regularly participates in the National Association of Women Lawyers annual survey that benchmarks key statistics about the advancement of women lawyers as partners and law firm leaders in private practice.

## WOMEN 3.0

Cadwalader was tapped by *Women 3.0* as one of the top 100 law firms in the nation for women.

# networking and recruiting programs

In order to improve the retention of minority attorneys, Cadwalader participates in and supports a number of programs, including:

## ATTORNEYS OF COLOR

- Participant in numerous minority career fairs, including BLSA Job Fairs, the Cook County Minority Job Fair in Chicago, the Southeastern Minority Job Fair, and the American Bar Association Council on Legal Education Opportunity (CLEO) Career Fair
- Host of a reception for National Bar Association members to meet BLSA members from New York area law schools
- Sponsor of "Diversity 8-Minute Networking Event," an opportunity for minority law students in the Washington, D.C. area to network with attorneys from local law firms
- Founding sponsor of the New York City and D.C. Minority Networking Series, a program that invites minority lawyers from all law firms in these metropolitan areas to participate in quarterly networking events and speaker series
- Sponsor of the Annual Summer Associate Diversity Reception for Washington-area summer associates and attorneys
- Host of the summer reception for the Practicing Attorneys for Law Students Program, Inc. (PALS), an event designed to help young attorneys and law students hone their conversation and networking skills as well as provide an avenue to access the knowledge and perspectives of minority attorneys
- Sponsor of the Annual Spring Dinner of the Black, Latino, Asian Pacific American Law Alumni Association of the New York University School of Law
- Sponsor of the Minority Corporate Counsel Association (MCCA) Annual "Creating Pathways to Diversity" Conference
- Participant in the MCCA Diversity Dinner honoring employers of choice
- Sponsor of the "Charting Your Own Course Conference," an event designed to address the career and professional development needs of minority partners and associates practicing in corporate law firms

- Sponsor of the Annual Banquet of the Asian American Bar Association of New York
- Sponsor of the Annual Conference of the Mid-Atlantic Asian Pacific American Law Students Association held at the University of Pennsylvania Law School
- Sponsor of the Lunar New Year Gala hosted by the Asian American Legal Defense and Education Fund
- Participant in the South Asian Bar Association of New York's Annual Summer Associate & Law Student Mixer
- Sponsor of the Asian American Law Fund of New York Annual Summer Reception
- Sponsor of the National Asian Pacific American Bar Association Conference on Law and Public Policy
- Sponsor of the 2007 Paul Robeson Conference and Gala hosted by the Black Law Students Association of Columbia Law School
- Sponsor of the Annual Spring Conference of the Black Law Students Association at Harvard Law School
- Patron of the Annual Scholarship Banquet of The University of Michigan Black Law Students' Alliance
- Sponsor of the Annual Regional Conference of the Northeast Black Law Students Association
- Sponsor of the Annual Sadie T.M. Alexander Conference hosted by the Black Law Students Association at the University of Pennsylvania Law School
- Sponsor of the NAACP Legal Defense and Education Fund's National Equal Justice Award Dinner
- Participant in the Hispanic National Bar Association's Annual Conference
- Participant in the Black Entertainment and Sports Lawyers Association's Annual Conference
- Sponsor of "La Gran Fiesta" hosted by the Latin American Law Students Association of University of Pennsylvania Law School
- Participant in the inaugural New York Minority Associates Networking Series Reception, an event designed to provide minority attorneys with an opportunity to focus on professional development, network, build alliances, and form relationships with peers, partners, and colleagues practicing law in the New York area
- Participant in the Asian American Legal Defense and Education Fund Summer Cocktail Party
- Sponsor of the Korean American League for Civic Action Annual Gala
- Sponsor of the North American South Asian Bar Association Convention, hosted by the Indian-American Bar Association of Chicago and the Pakistani American Bar Association of North America

### LESBIAN, GAY, BISEXUAL, AND TRANSGENDER ATTORNEYS

- Benefactor of the Lesbian, Gay, Bisexual and Transgender Law Association of Greater New York Foundation Annual Dinner Dance and Silent Auction
- Sponsor of Lavender Law Conference, co-sponsored by the National Lesbian and Gay Law Association and the National Lesbian and Gay Law Foundation
- Participant in the New York City LGBT Career Fair
- Sponsor of the ACLU Lesbian & Gay Rights, HIV/AIDS Projects Summer Associate Reception
- Host of the first-of-its-kind gathering of Asian American LGBT attorneys in New York City
- Benefactor of the Lambda Legal Defense and Education Fund Annual Lambda Liberty Awards National Dinner
- Sponsor of George Washington University School of Law's Lambda 1L networking event

### WOMEN

- Participant in the National Association of Women Lawyers' Annual Luncheon
- Participant in a luncheon hosted by The New York County Lawyers' Association Committee on Women's Rights in honor of National Women's History Month
- Participant in the Civil Court Practice Section of The New York County Lawyers' Association Annual Luncheon Celebrating National Women's History Month
- Participant in "Taking Charge of Your Career: Best Practices for Women Lawyers," sponsored by the New York City Bar and the National Association of Women Lawyers
- Participant in the New York City Bar annual panel discussion "What It's Really Like to Practice Law in New York as a Woman," co-hosted by the New York City Bar and The New York Women's Bar Association
- Sponsor of the Women's Bar Association of D.C. Conference, a one-day summit that addressed issues of race and gender affecting women lawyers of color at the associate, counsel, and partner levels



## *commitment*

### **kə-'mit-mənt**

*adjective*

- 1: an act of committing to a charge or trust
- 2: an agreement or pledge to do something in the future
- 3: the state or an instance of being emotionally impelled

## *speaking engagements*

- Partner Deryck Palmer introduced the Honorable Arthur J. Gonzalez of the United States Bankruptcy Court, Southern District of New York, as the featured speaker at the inaugural New York Minority Associates Networking Series Reception.
- Partner Deryck Palmer moderated a panel discussion with minority partners about what it takes to make partner in a large New York law firm at the New York City Bar's 4th Annual Diversity Conference on "Getting Serious About Race."
- Director of Diversity Jeremiah DeBerry was a panelist at a symposium sponsored by the New York City Bar that addressed alternative careers for practicing attorneys.
- Director of Diversity Jeremiah DeBerry moderated a panel discussion on career opportunities at the Brooklyn Public Library. Presented to underprivileged children from the Brownsville section of Brooklyn, the event was organized by What About the Children, Inc., a not-for-profit organization established by a Cadwalader staff member, and included executives from a host of industries, including professional sports, investment banking, and legal.
- Director of Diversity Jeremiah DeBerry spoke on "Becoming a Barrister," a panel organized by the Brooklyn Law School Chapter of BLSA.
- Partner Julian Chung and associate Scott Griffin participated in the PALS-sponsored "Thriving as a Summer Associate" panel discussion.
- Partner Kathy Chin was a panelist at a symposium sponsored by the National Asian Pacific American Bar Association that featured prominent members of the legal community who addressed the status of Asian Pacific American diversity in the legal profession.
- Associate Kelvin Hsu spoke at the LeGal 1L Career Fair and Conference held at Cardozo School of Law.

# About Cadwalader

Now in our third century, Cadwalader, Wickersham & Taft LLP is a pre-eminent international law firm that provides prestigious financial institutions, corporations, government entities, charitable and health care organizations, and private clients with innovative solutions to key legal and financial issues. More than 600 attorneys serve clients from our offices in New York, London, Charlotte, Washington, and Beijing, offering superior legal advice and unparalleled service.

## For More Information

To learn more about Cadwalader's commitment to diversity, please contact Jeremiah DeBerry, Director of Diversity, at +1 212 504 6489, or at [jeremiah.deberry@cwt.com](mailto:jeremiah.deberry@cwt.com).

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