



## THE CHICAGO COMMITTEE

Advancing Minority Attorneys | Transforming the Legal Profession

### 2013 PROGRAMMING CALENDAR – Updated August 2013

#### **FEBRUARY 2013**

##### **Associate Boot Camp (Passed)**

One-day program to introduce associates (1<sup>st</sup> or 2<sup>nd</sup> years (post-clerkship) in member firms to the Committee and its resources. This program will present and address common associate pitfalls; provide advice and methods for being successful as a new associate; and encourage associates to begin building their professional networks.

**Date/Location:** Saturday, February 23, Sidley Austin LLC, One South Dearborn, Chicago IL

##### **Session Topics, each led by a panel of experienced Chicago Committee member firm partners and senior associates:**

*Mentoring* includes: Understanding the spectrum of possible mentoring relationships, how to maximize the benefits of mentoring and the difference between mentors and sponsors

*Law Firm Politics* includes: Understanding the variety of firm structures and what the key decision making roles are, who you should get to know and recommended methods for doing so

*Law Firm Economics* includes: Understanding the fundamentals of the law firm business including how to read a law firm balance sheet

*Professional Development:* Understanding how to develop your practice competencies

*What I Wish I Had Known as a First Year Minority Associate* includes: Mid and senior level associates will share their knowledge based on recent experience

<b>Date:</b>	<b>Saturday, February 23, 2013</b>
<b>Time:</b>	9:00 a.m. to 4:00 p.m.
<b>Location:</b>	Sidley Austin LLC
<b>Attendees:</b>	Member firm 1 <sup>st</sup> year and 2 <sup>nd</sup> year associates
<b>Sponsor/ Host:</b>	Joint Board/AB

#### **MARCH 2013**

##### **25<sup>th</sup> Anniversary Program & Celebration (Passed)**

This CLE program and reception on March 7 commemorates Chicago Committee's 25 years as an organization and marks the Committee's renewed focus on accelerating the progress of diversity in our profession. The CLE Program is the fourth in Chicago Committee's Diversity Speaker Series. It will be held at the James D. Parsons Memorial Courtroom at the Dirksen Building and is in two-parts: Part I is an original statistical analysis of the progress of diversity in the legal profession over the last

decade, nationally and in Chicago, based on original research by Professor William Henderson at Indiana University Maurer School of Law in collaboration with NALP. Professor Henderson will also offer solutions that are aligned with the Committee's reformulated Talent Development Initiative (TDI). Part II is an oral argument on the same topic (progress or not) by two Chicago Committee Board members before a distinguished hearing panel that includes: Honorable Virginia Kendall, U.S. District Court Judge for the Northern District of Illinois; Cesar Alvarez, Executive Chairman, Greenberg Traurig, LLP law firm; and Gail Hasbrouck, SVP, General Counsel and Corporate Secretary for Advocate Health Care. A reception follows the program, from 6:00 – 8:30 p.m., at the Rookery Building, 209 South LaSalle Street. Arne Duncan, U.S. Education Secretary, is our outstanding guest speaker.

**Date:** **Thursday, March 7, 2013**  
**Time:** 3:00 – 6:00 pm (*CLE program*)  
 6:00 – 8:30 pm (*reception*)  
**Location:** *Program* - James D. Parsons Memorial Courtroom, Dirksen Building  
*Reception* – Rookery Building, 209 South LaSalle Street  
**Attendees:** Chicago Committee law firm members and invited guests from the legal and business communities  
**Sponsor(s):** Member law firms represented on the Board

**MAY 2013**

**Achieving Diversity in Your Law Firm: Business Advantage and Best Practice (cancelled by ISBA)**

***Co-sponsored with ISBA Racial and Ethnic Minorities and the Law Section and others***

Two Chicago Committee Board members and the Executive Director are speakers for this CLE program that will review and illustrate practical application of research findings regarding the positive ways that diversity impacts business, professionalism and good with law firm clients and peers.

Speakers include representatives from academia, law firm management, corporate legal departments and legal diversity organizations who will present tips and best practice advice for promoting diversity in large and medium size law firm environments, including:

- Current research data regarding law firm diversity progress and trends;
- Corporate client expectations;
- Responding to client demands; and
- Creating diversity-driven initiatives within your firm, what works and what doesn't

**Date:** **Monday, May 13, 2013**  
**Time:** 12:30 – 5:00 p.m. followed by reception  
**Location:** *Chicago*  
*ISBA Regional Office*  
*20 S. Clark Street, Suite 900*  
**Attendees:** Target audience includes managing members, partners, and principles in medium to large law firms, including Chicago Committee law firm members

and invited guests

**Sponsor(s):** *ISBA Racial and Ethnic Minorities and the Law, Business and Securities Law, Women and the Law, Disability Law, Sexual Orientation and Gender Identity and ISBA Diversity Leadership Council; Chicago Committee; and the Chinese American Bar*

**JUNE 2013**

**The Rules of the Game for Diverse Attorneys – Success is Intentional (Passed)**

This Associate Board evening seminar presents Sharon Jones, *Jones Diversity Group LLC* to learn the essential rules – written and unwritten – for attorneys of color to survive and succeed in the legal environment.

The Rules of the Game will help you to:

- \* Be ahead of the curve
- \* Be the top in your class or peer group
- \* Be invited to key meetings
- \* Be the value added player in the game
- \* Be the star everyone wants on their team!

Sharon Jones is a broadly experienced lawyer and a diversity consultant who specializes in providing diversity and inclusion consulting and training to individuals, law firms, corporations and other types of organizations.

**Date:** **Thursday June 6, 2013**

**Time:** 6:00 to 8:00 p.m.

**Location:** Katten Muchin Rosenman  
525 West Monroe

**Attendees:** Associates and summer associates in member firms and in-house counsel

**Sponsors/Host:** Associate Board and host firm Katten Muchin Rosenman

**July 2013**

**Summer Soiree (Passed)**

This annual evening reception event for the broader Chicago legal community brings together minority law students, law firm associates and partners, in-house counsel and others in a festive setting to socialize and to make or reestablish connections. It is an opportunity to showcase

Chicago Committee and to introduce summer associates to the Chicago Committee.

**Date:** Thursday July 11, 2013

**Time:** 5:30 – 7:30 p.m.

**Host:** Jones Day  
77 West Wacker  
Chicago, IL

**Attendees:** Member firm management and invited guests

**Co-Sponsorship** Jones Day, Esquire Deposition Solutions

**September - October 2013**

**First Annual “Rate My Pitch!!!”**

Relationship building is a critical competency for associate development, including internal firm relationships with partners and practice leadership as well as external relationships with firm clients and broader business communities.

This pilot program is a 3-evening series that will provide instruction and experiential learning for approximately 20 member firm associates who have practiced for between 4 and 7 years. The goal is to replicate the program going forward and offer it at least annually. Program participants are determined by application to Chicago Committee and by random lottery, with consideration given to Board recommendations, to AB members and to ongoing engagement of all of the Committee’s member firms. The program’s overall intended outcome is to facilitate extensive participation by the associates while providing meaningful feedback and learning.

The learning plan includes five real life scenarios that associates might encounter: (1) taking a partner or practice leader to lunch with an identified objective, (2) transforming a college or high school friendship into a business relationship, (3) taking advantage of an ad hoc encounter with an existing firm client to market yourself, (4) a “cold call” on a business acquaintance introduced by a mutual friend and (5) making a formal business pitch as part of a group in response to an RFP.

Associate participants will work in teams. Sessions I and II are instruction and practice sessions using the above described scenarios with coaching provided by member law firm partners. Session III is a team business pitch in response to an RFP to a panel that includes in-house counsel and business professionals with marketing experience, followed by a feedback and discussion session. We will recognize participants based on performance pertaining to identified competencies, e.g., established rapport, instilled trust, met identified objective, etc. The prizes are opportunities for a breakfast or lunch meeting with a panel member.

Member law firms are invited to nominate eligible associates for this program by sending a brief letter to Peggy Davis, Executive Director at [pdavis@chicagocommittee.org](mailto:pdavis@chicagocommittee.org) by no later than August 30, 2013.

**Date:** September 19, October 3 and October 17

**Time:** Session I – 2-3 hour coaching session  
Session II – 2-3 hour 2-hour panel

	presentation and discussion
<b>Hosts:</b>	TBD
<b>Attendees:</b>	Member firm associates, member firm partners as potential coaches, in-house counsel panelists for Session III
<b>Sponsorship:</b>	TBD

### **Join Chicago Committee's Associate Board**

The Chicago Committee seeks associate attorneys who share the organization's passion for advancing diversity in the legal profession and is now accepting applications for the 2013 - 2014 Associate Board. The Associate Board is open to associates of all levels from the Chicago Committee's member law firms. Click [here](#) for a list of Chicago Committee member firms.

Service on the Associate Board is an excellent opportunity to impact the quality of the minority associate experience and to become a leader in the greater Chicago legal community. The Associate Board develops diversity and professional development programming offered to associates and in-house lawyers and serves as the collective voice of the minority associate community.

Our current Associate Board members are available to answer any questions you might have and to tell you about their experience. Click [here](#) to see who they are and for contact information.

Click [here](#) to request an application. We look forward to hearing from you.

*\*Please note that the application deadline is Friday, August 30, 2013\**

### **Annual Associate Bash**

Join colleagues and friends as the Associate Board hosts its annual reception that brings together associates, in-house counsel and other associates in the legal community to network and socialize. Wine, beer and hors d'oeuvres will be served.

<b>Date:</b>	<b>October 9, 2013</b>
<b>Time:</b>	TBD
<b>Host:</b>	Kirkland & Ellis
<b>Attendees:</b>	Associates, in-house counsel, Chicago associate legal community
<b>Sponsorship:</b>	Chicago Committee Board, Kirkland and Ellis

### **Associate Board In-house Counsel Panel**

Join the Associate Board as they host an interactive panel discussion with in-house counsel from several Chicago area corporations regarding how they work with outside counsel.

**Date:** TBD  
**Time:** TBD  
**Host:** Seyfarth Shaw  
**Attendees:** Associates, in-house counsel, Chicago associate legal community  
**Sponsorship:** Seyfarth Shaw

**December 2013**

**Chicago Committee Co-Sponsors IILP's Symposium on the State of Diversity and Inclusion in the Legal Profession**

Program details to follow

**Date:** December 3, 2013  
**Time:** 3:00 – 8:00 p.m.  
**Location:** Skadden Arps  
 77 West Wacker Drive  
 Chicago Illinois 60601  
**Attendees:** Chicago Committee and IILP communities  
**Sponsor/ Host:** IILP, Skadden Arps, Chicago Committee  
**Cost:** \$50.00, \$40 for Chicago Committee member firm attorneys and personnel

**January 2014**

**Roundtable Discussion with General Counsel: Beyond the Corporate Diversity Scorecard – Examining Inclusion in the PLLprofession (working title)**

Chicago Committee will host in collaboration with Minority Corporate Counsel Association (MCCA) a discussion among a panel of MCCA member in-house senior counsels and Chicago Committee member firm partners addressing the progress of diversity and inclusion in corporate legal departments, including methods for measuring outside counsel's compliance with corporate diversity requirements. The program will include a presentation by Joseph West of MCCA on its recent report on diversity demographics and initiatives in corporate legal departments. The dialogue among in-house counsel and minority law firm partners will also focus on how corporate diversity initiatives are impacting (or not impacting) law firm diversity.

**Date:** Winter 2014  
**Time:** TBD  
**Location:** Chicago Loop Area  
**Attendees:** Chicago Committee and MCCA member communities  
**Sponsor/ Host:** TBD