

NAPABA

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NATIONAL
ASIAN PACIFIC
AMERICAN BAR
ASSOCIATION

Celebrating Milestones - NAPABA Announces Crossing Historic Milestone of at least 10 APA General Counsel of Fortune 500 companies by 2010

In 1999, Don Liu (now Xerox's general counsel) was first appointed as general counsel of IKON Office Solutions, Inc. At the time, he was the only APA General Counsel of a Fortune 500 company. By 2006, NAPABA was proud to have a total of six APA General Counsel of Fortune 500 companies. That same year, NAPABA launched the 10x10 Initiative, with the goal of having 10 APA General Counsel in the Fortune 500 by 2010. With the several appointments made during the last few months, NAPABA celebrates the accomplishments of our members who achieved this ambitious goal. With now 12 APA General Counsel of Fortune 500 companies, we not only surpassed our goal, but did so two years in advance.

The historic significance of these appointments goes beyond the numbers. In 2007, Sandra Leung of Bristol-Myers Squibb Company crossed another milestone by becoming the first APA woman General Counsel to join the ranks of the Fortune 500. Two other APA women were appointed general counsel in 2007 on the heels of that historic achievement. In August Wendy Shiba moved from Poly-One Corporation (Fortune #713) to KB Home (Fortune #228) and Carol Lam was appointed acting General Counsel of Qualcomm.

In addition, another seven APAs serve as general counsel of Fortune 501-1000 companies.

As reported in the September/October 2007 issue of *Diversity & the Bar*®, there are a total of thirty-eight general counsel of color at the legal helm of Fortune 500 companies. Among all minorities appointed to chief legal officer positions during the past year, Asian Americans garnered the biggest increase in representation. Twenty-two African Americans (57.9 percent of all minorities) serve as general counsel in the Fortune 500, one fewer than the 23 (71.9 percent) reported last year; twelve Asian Americans (31.6 percent) serve as general counsel, which

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(L to R) Hyun Park, Senior Vice President, General Counsel, PG&E Corp; Ivan Fong, Executive Vice President and Chief Legal Officer, Cardinal Health, Inc; and Simon Leung, General Counsel and Corporate Secretary of SYNEX Corporation.

Jay Kelly Photography

President's Message

Phil Shinn



Increasing the diversity of the judiciary has been an ongoing project for NAPABA for as long as I can recall. Efforts continue to be made on behalf of Asian American lawyers, both by NAPABA members and others who are interested in seeing a more diverse judiciary. In California, State Assemblymember, Ted Lieu, of the 53rd Assembly District, has called upon Governor Arnold Schwarzenegger to appoint more Asian Americans to the California Bench. We thank Assemblyman Lieu and his colleagues in the Asian Pacific

Islander Joint Legislative Caucus for their efforts. We are glad to see that Governor Schwarzenegger has appointed several Asian Americans to the California Superior Court. There are many more well qualified candidates.

The Honorable Leslie B. Miller, of the Superior Court of Arizona, has brought to our attention a program that can help aspiring judges reach their goals. Judge Miller is the Chair of the American Bar Association's Judicial Division, which has initiated a Judicial Mentor Program that will pair minority lawyers with judges in the area of the judiciary to which the lawyers aspire. The program's goals are to achieve greater diversity in the judiciary and to encourage lawyers of color to seek and achieve judicial office. The program is open to all attorneys and judges regardless of ABA membership. The extent possible, the program will match participants according to race, ethnicity and gender. The web address for program information and registration is at:

<http://www.abanet.org/jd>.

If you have questions about the program, please contact Gilda Fairly at 312 988-5689 or at fairleyg@staff.abanet.org.

I encourage those of you considering a judicial career to register for this worthwhile program.

NAPABA's own Judicial Council is also an excellent resource, with experienced jurists who have long supported our membership as mentors, moot court judges and board members.

This is my final President's Message. My thanks to all of the members of NAPABA that have participated in and supported this great organization this past year. NAPABA is continuing to grow and mature as a bar association. We are lawyers with strong views and diverse perspectives and opinions. And we aren't shy about debating issues. Even the debates have been educational and, for me, ultimately rewarding. Wherever I have traveled on NAPABA business, I have met Asian American attorneys, judges, law students and law professors that are not just good professionals, but fine people. Being NAPABA President has been a once in a career opportunity and experience that I will long cherish. I look forward to seeing as many of you as possible in Las Vegas this November 15-18.

Phil Shinn

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Celebrating Milestones *continued from page 1*

is double the number who served in 2006 (six, or 18.7 percent); and the number of Hispanic general counsel remained constant at three (7.9 percent this year; 9.4 percent last year). Unfortunately, there remains a significant disparity in gender among *Fortune* 500 general counsel of color. Of the thirty-eight general counsel of color, thirty-one (81.6 percent) are male; only seven (18.4 percent) are female.

With regard to *Fortune* 501–1000 companies, *Diversity & the Bar*[®] reported a total of 21 general counsel of color in 2007. Within this group, nine are African American (42.7 percent), seven are Asian American (33.4 percent), and five are

Hispanic (23.9 percent). By comparison, in 2006 the *Fortune* 501–1000 general counsel included eight African Americans (33.3 percent), ten Asian Americans (41.6 percent), and six Hispanics (25 percent). As with the *Fortune* 500 companies, there remains a significant gender disparity for companies ranked in the *Fortune* 501–1000. In 2007, of the 21 general counsel of color, 16 are male (76.2 percent) and five are female (23.8 percent).

For all those seeking to follow these accomplished leaders, *Diversity & the Bar*[®] had an additional insight regarding the career path to the general counsel's office. Specifically, the majority of the general

counsel of color took their positions after being promoted in-house or were hired from another corporation. Furthermore, although many had law firm experience, it appears that that experience did not serve as the closest stepping stone to becoming general counsel.

Again, NAPABA congratulates all of these highly distinguished members and celebrates their personal and collective accomplishments.

NAPABA thanks the Minority Corporate Counsel Association and *Diversity & the Bar*[®] for leadership in promoting diversity in the legal profession and for their assistance with this article.

APA General Counsel of Fortune 500 Companies

Company	General Counsel	2007 Rank	2006 Rank	Industry
Cardinal Health	Ivan Fong	19	19	Wholesalers: Health Care
AmerisourceBergen	John Chou ¹	29	27	Wholesalers: Health Care
Dell	Lawrence P. Tu	34	25	Computers, Office Equipment
Bristol-Myers Squibb	Sandra Leung ¹	129	110	Pharmaceuticals
Xerox	Don H. Liu	145	142	Computers, Office Equipment
PG&E Corp.	Hyun Park ¹	196	200	Utilities: Gas and Electric
Sempra Energy	Javade Chaudhri	210	197	Utilities: Gas and Electric
KB Home	Wendy Shiba ¹	228	254	Homebuilders
Liberty Media	Charles Tanabe	281	277a	Internet Saervices and Retailing
Qualcomm	Carol Lam ¹ *	317	381	Computers, Office Equipment
SYNNEX	Simon Leung ¹	360		Wholesalers: Electronics and Office Equipment
Safeco	Arthur Chong ¹	363	339	Insurance: P&C (stock)

¹ New to list

* Interim appointment

APA General Counsel of Fortune 501-1000 Companies

Company	General Counsel	2007 Rank	2006 Rank	Industry
Burlington Coat Factory	Paul Tang	579	580	Specialty Retailers
Hawaiian Electric Industries	Jackie Mahi Erickson	749	785	Utilities: Gas and Electric
Andrew	Justin Choi	792	967	Network and Other Communications Equipment
Alexander & Baldwin	Nelson N. S. Chun	928	923	Transportation and Logistics
Varian Medical Systems	John Kuo	946	910	Medical Products and Equipment

Meet the NAPABA Fortune 500 General Counsels

To celebrate crossing the historic milestone of over 10 APA General Counsel of Fortune 500 companies, over the course of the next year, NAPABA will feature each of these distinguished members.

IVAN K. FONG

Chief Legal Officer and Secretary for Cardinal Health

Mr. Fong is Secretary of Cardinal Health's Board of Directors, manages all legal affairs for the company and is responsible for government relations.

Prior to joining Cardinal Health in November 2005, Mr. Fong was Senior Vice President and General Counsel for General Electric's Vendor Financial Services business, where he managed a wide range of litigation, compliance and public policy matters. Before joining GE in 2000, Mr. Fong served as Deputy Associate Attorney General for the U.S. Department of Justice, adjunct professor of law at Georgetown University and was a partner at the law firm of Covington & Burling. He also served as a law clerk for the Honorable Sandra Day O'Connor of the U.S. Supreme Court.

Mr. Fong is a Director of APABA Central Ohio and is a former President of APABA-DC, which serves the Greater Washington, DC area. Among other honors, Mr. Fong has received the Justice in Action award from the Asian American Legal Defense and Education Fund and is a recipient of the NAPABA Trailblazer Award.

Mr. Fong was a Fulbright Scholar at Oxford University, earned his law degree from Stanford University, where he was President of the Stanford Law Review, and holds Bachelor and Master's degrees in chemical engineering from the Massachusetts Institute of Technology.

DON H. LIU

Senior Vice President, General Counsel and Secretary for Xerox Corporation

Mr. Liu joined Xerox in June 2007 and oversees the legal affairs of the corporation, including legal counsel, litigation and patent acquisition. He also manages the regulatory requirements and meeting processes for the board of

directors and is responsible for Xerox's government-related and public policy activities on domestic and international affairs.

Prior to joining Xerox, Mr. Liu was Senior Vice President, General Counsel and Corporate Compliance Officer for Toll Brothers. From 1999-2005, he served as General Counsel, Corporate Secretary and Corporate Compliance Officer for IKON Office Solutions. He was Vice President and Deputy Chief Legal Officer for Aetna U.S. Healthcare from 1992-1999.

Mr. Liu has previously served as Chair of the NAPABA In-House Counsel Committee where he established the In-House Mentoring Program that fosters relationships between NAPABA's in-house counsel members. Mr. Liu also previously served as a member of the Board of Directors of the Asian American Legal Defense and Education Fund. Among other honors, Mr. Liu has received the Justice in Action award from AALDEF and was the first ever recipient of the NAPABA Icon Award, which recognizes a person with a distinguished and exemplary legal career who, through outstanding and selfless dedication and leadership, serves as a catalyst for fundamental advancement of the ideals of NAPABA and the Asian Pacific American legal community.

Mr. Liu earned his J.D. from Columbia University School of Law and a Bachelor of Arts degree from Haverford College. He is affiliated with professional and not-for-profit organizations including the Minority Corporate Counsel Association, the Association of Corporate Counsel and Mercy Health Systems.

WENDY C. SHIBA

Executive Vice President, General Counsel and Corporate Secretary

In this position, Ms. Shiba is responsible for all legal activities across the Company's operations in 15 states. Prior to joining KB Home in 2007, Ms. Shiba served as Senior Vice President, Chief Legal Officer and Secretary of PolyOne Corporation, a leading global provider of specialized polymer materials, services and solutions headquartered in Cleveland,

Ohio. From 1993 to 2001, Ms. Shiba served as Vice President, Secretary and Assistant General Counsel of Bowater, Inc., a global leader in newsprint headquartered in Greenville, South Carolina. Before joining Bowater, she was Corporate Chair of the City of Philadelphia Law Department while on sabbatical from her position as a tenured Associate Professor of Law at Temple University School of Law. Previously, she specialized in corporate and securities law in the Los Angeles and New York offices of O'Melveny & Myers. She has served as an arbitrator for the Philadelphia Stock Exchange and is co-author of the reference book, *Pennsylvania Corporation Law and Practice*.

Ms. Shiba has previously served by gubernatorial appointment on the South Carolina Board of Accountancy and on the board of the Legal Services Agency of Western Carolina. She is past President of the Asian American Bar Association of the Delaware Valley (Philadelphia) and past Chair of the Commission on Judicial Selection and Retention of the Philadelphia Bar Association. Ms. Shiba is also a member of the 2007 inaugural class of the DirectWomen Institute, an initiative co-sponsored by the American Bar Association Section of Business Law and Catalyst, Inc., to identify, develop and support a select group of accomplished women lawyers to provide qualified directors for the boards of U.S. companies. Ms. Shiba also has served on the Board of Directors and the Executive Campaign Cabinet of United Way of Greater Cleveland. She is the recipient of the 2007 YWCA Women of Achievement Award, one of the most prestigious honors for women in Cleveland.

Ms. Shiba earned her B.S. degree with high honors from Michigan State University in 1973. She received her J.D. degree cum laude in 1979 from Temple University School of Law where she graduated first in her class and was Articles Editor of the Law Review and a member of the Moot Court Board. During the year following graduation, she was law clerk to Justice Stanley Mosk on the Supreme Court of California.



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Regional News

CALIFORNIA (NORTH) REGION

On August 15, the **Asian Pacific Bar Association of Silicon Valley (APBA SV)** held a reception to celebrate the appointment of Judge My-Le Jacqueline Duong to Santa Clara County Superior Court. On August 25, the APBA SV Mentoring Committee conducted mock interviews and provided job tips to Santa Clara Law students. On September 27, APBA SV held its Annual Fall Scholarship and Diversity Award Reception at the San Jose City Hall Rotunda. The featured speaker was John Chiang, the highest-ranking Asian American holding office in California. APBA SV held a mentor-mentee mixer on October 24. On October 29, APBA SV hosted a volunteer activity: Volunteer for Pro Bono Project's Lawyers in the Library Program at Fenwick & West in Mountain View. APBA SV sponsored a Judges' Luncheon on November 2 at The Melting Pot Fondue Restaurant in downtown San Jose, featuring a panel of judges. On November 29, APBA SV will host one of its Civil Rights Committee Speaker Series Fall Dinner featuring John Trasvina, President and General Counsel, Mexican American Legal Defense and Educational Fund.

The **Korean American Bar Association of Northern California (KABANC)** presented "the happiest hour" on September 13, encouraging all to take a much needed break from work or school to mix and mingle with KABANC. On October 6, KABANC hosted a one-day free legal clinic for the Korean American community.

On September 8, the **Asian American Bar Association of the Greater Bay Area (AABA)** hosted Career Day at USF School of Law. At Career Day, put on by AABA's Employment Committee, AABA attorneys provide career information and advice for law students. Also on September 8, API Legal Outreach held its annual Lu'au honoring AABA with APILO's 2007 Business Impact Award at Google Headquarters in Menlo Park. On September 27, AABA hosted a panel discussion on the topic of "The Future of Civil Rights in the Asian

Pacific American Community." The panel was arranged by AABA's Civil Rights Committee and was held at the U.C. Hastings College of the Law. AABA will hold its annual Mentorship Brunch on October 13 at the Orrick Building in San Francisco, where attorneys meet with their law student mentees for the first time. AABA presents the AABA BAR-NIVAL on November 8 at the Bentley Reserve Room in San Francisco. The BAR-NIVAL is AABA's open house, where members and friends learn about AABA committees in a fun-filled carnival setting.

The **Filipino Bar Association of Northern California (FBANC)** held its Annual FBANC Family Picnic on September 30, at Orange Memorial Park in South San Francisco. The picnic is a potluck format featuring homemade Filipino dishes and family-friendly activities. FBANC co-hosted their annual charity golf tournament with the Asian Law Caucus at Metropolitan Golf Links in Oakland on October 6. Proceeds in part fund FBANC's law student scholarships.

The **Vietnamese American Bar Association of Northern California (VABANC)** held its Annual Scholarship Dinner on October 12.

The Minority Bar Coalition hosted its first annual conference on October 19 at Golden Gate University School of Law, San Francisco.

CALIFORNIA (SAN DIEGO & ORANGE COUNTY) REGION

On September 11, the **Filipino American Lawyers of San Diego (FALSAD)** met with Philippine Consul General Mary Jo Bernardo-Aragon, Philippine Trade Representative Archimedes Gomez, a representative from the U.S. Dept. of Commerce and other Filipino business leaders to discuss trade and developing ties with the Bar in the Philippines. On October 11, **Pan Asian Lawyers of San Diego (PALSD)**, held a general meeting and MCLE session on Detecting and Treating Alcohol and Substance Abuse in the Legal Profession. On October 16,

FALSD and PALSD along with Association of Corporate Counsel America (ACCA) and the California Minority Counsel Program (CMCP) sponsored a Dialogue on Diversity featuring keynote speaker, Veta T. Richardson, Executive Director of the Minority Corporate Counsel Association (MCCA).

The **Korean American Bar Association of San Diego (KABA-SD)** held its inaugural meeting on August, 29. On October 27, KABA-SD hosted a dinner with the Hon. Tammy C. Ryu, the first female Korean American judge appointed in California.

The **Orange County Asian American Bar Association (OCAABA)** held its second annual Autumn/Moon Festival on October 25.

CALIFORNIA (CENTRAL) REGION

Asian Pacific American Bar Association of Los Angeles (APABA LA) is pleased to announce its 2nd Gab & Grub networking event at Foo Chow Restaurant in Chinatown. APABA LA is also pleased to announce that it joined several APA bars in signing onto an amicus brief in the marriage equality case presently pending before the California Supreme Court.

On Monday, October 29, 2007 the **Ventura County Asian American Bar Association (VCAABA)** held its Classic Golf Tournament at the Las Posas Country Club in Camarillo, California. This non-profit event helps contribute to the annual scholarship program aimed towards currently enrolled law students who live, work, attend school, or are otherwise connected to Ventura County while demonstrating an interest in the Asian American Community. On August 4, 2007, VCAABA hosted the first ever Ventura County Judicial Diversity Luncheon featuring distinguished jurists from the Los Angeles County Superior Court: Hon. Michael Hoff, Hon. Susan Speer, and Hon. Cynthia Loo. In July, VCAABA staffed a booth, in cooperation with the Ventura County Superior Court Self-Help Legal Access Center at the Japanese Obon Festival in Oxnard.

On October 4th the Philippine American Bar Association (PABA) held its Annual Bowling Night at Jillian's at Universal City Walk. This annual event is an activity of PABA's mentorship program and is meant to introduce new law students to PABA and their formal mentors.

CALIFORNIA (SACRAMENTO/NEVADA) REGION

The **Asian/Pacific Bar Association of Sacramento ("ABAS")** launched its new speaker series with special guest California State Controller John Chiang, who gave a thoughtful, insightful and inspirational speech about APIs in leadership and politics at a lunch held at the Firehouse Restaurant in Old Sacramento on Wednesday, September 5, 2007. ABAS co-sponsored the Sacramento County Bar Association's Annual Bench Bar Reception, honoring U.S. District Court Judge Morrison England as its Judge of the Year, on Wednesday, September 19, 2007. ABAS also co-hosted with the Women Lawyers of Sacramento ("WLS") a luncheon speech given by Gloria Megino Ochoa, Deputy Chief Counsel to the California Senate Judiciary Committee and President of My Sister's House, a Sacramento safe haven for battered Asian & Pacific Islander women and their children on Thursday, September 27, 2007. ABAS also co-sponsored the annual Unity Bar Association of Sacramento (Unity Bar) dinner with the other members of the Unity Bar on October 25, 2007. The members of the Unity Bar are ABAS, La Raza Lawyers Association (La Raza), Sacramento Lawyers for the Equality of Gays and Lesbians (Sac LEGAL), Wiley Manuel Bar Association (WMBA) and the Women Lawyers of Sacramento (WLS). *Photos of the John Chiang event can be viewed and downloaded from the following website: <http://angelamlai.smug-mug.com/gallery/3434195#192547689>*

CENTRAL REGION

The 2007 Annual Member Meeting of NAPABA Minnesota (NAPABA-MN) and the 1st Annual Gala & Benefit for the

NAPABA-MN Foundation was held on October 11. Over 130 guests enjoyed cocktails and a formal dinner, while Rachel K. Paulose, the 40th US Attorney for the District of Minnesota, gave a powerful keynote address. Ms. Paulose is the first woman, youngest, and first APA US Attorney for Minnesota. The NAPABA-MN Foundation raised over \$13,000, which will, in part, go towards scholarships for APA students. NAPABA-MN looks forward to hosting the first ever Central Region Convention to be held at the Minneapolis Hilton on June 13-14, 2008. Please save the date.

NORTHEAST REGION

On August 27, 2007, the **Asian Pacific American Lawyers Association of New Jersey (APALA/NJ)** hosted its second annual interview workshop for law students of Seton Hall and Rutgers law schools. The event was attended by approximately 50 law students and practicing attorneys. Three prominent New Jersey attorneys (Martin Healy, Kent Matsumoto, and Matthew Weisman) gave tips to law students concerning on campus interviewing, call back interviews, and employment paths. Each law student was then given the opportunity to practice those skills as they participated in multiple mock interviews by practicing attorneys. On September 22, APALA/NJ hosted its Annual Picnic at Roosevelt Park in Edison, NJ. APALA/NJ members and their families enjoyed delicious food, and members' children participated in fun games. APALA/NJ participated in a Public Interest/Public Service Symposium hosted by Rutgers School of Law - Camden on October 20, 2007. The symposium included over fifteen workshops and panels on a variety of topics relevant to practice in the area of public interest and public service. Also in October, APALA/NJ coordinated with New Jersey APALSA chapters for its Mentor Program for law students. APALA/NJ welcomes the National Association of Women Judges (NAWJ)

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which is hosting its National Convention in Philadelphia in November 2007. Judges from around the world, including Taiwan, Korea, Nepal, Bosnia, Egypt, Ireland, England, Northern Ireland, and the Ukraine will be on hand. During their visit to New Jersey, APALA/NJ is co-sponsoring a welcome dinner on November 4, 2007 at the Raritan Valley Community College (RVCC) in Branchburg, NJ. APALA/NJ is actively working with the New Jersey Office of the Attorney General and other Asian American organizations to ensure that a recent law enforcement directive concerning inquiries into lawful status of certain arrestees does not disproportionately impact Asian Americans. APALA/NJ will be meeting with the OAG and making recommendations for consideration. APALA/NJ members Rex Chen and Maxine Lee are leading this effort. Upcoming APALA/NJ events include a Networking Event with GC's, and co-sponsorship of the New Jersey State Bar Association's Minority Judges Dinner.

The **Asian American Bar Association of the Delaware Valley (AABADV)** held a Law Student Reception on September 19th as part of its continuing outreach to the six area law schools. Beginning in August, AABADV has joined with the Philadelphia Bar Association as part of an ongoing tour to each of the law schools to promote membership. AABADV President, Grace Manno, served as a moderator at the Pennsylvania Bar Association 2nd Annual Diversity Summit in Philadelphia on October 23. AABADV hosted its Annual Banquet on October 26 featuring John Chou, General Counsel for Amerisource Bergen, a Fortune 30 company, as the Keynote Speaker. The Freedom Award will be bestowed upon Kelly Kuwayama, a decorated World War II veteran of the famed 442nd regiment, an all-Japanese-American unit that received the most battle decorations in U.S. army history. On or about Nov. 28th, AABADV will join with the Barristers, Hispanic Bar Association and South Asian Bar Association to host a Candidates Forum for the purpose of offering collective endorsements for Philadelphia Bar

Association candidates.

In July, the **Asian American Bar Association of New York (AABANY)** Pro Bono Committee hosted a program on the Legal Nuts and Bolts of Becoming a 501(c)(3) Nonprofit. In July, the Community Practice Committee held a session to provide free legal consultation to small business owners in Chinatown. In August, AABANY hosted a reception, attended by nearly 100 people, for visiting judges from the People's Republic of China. Also in August, AABANY hosted a reception for administrative judges of color, including AABANY members the Hon. Randall Eng and the Hon. Jaya Madhavan, attended by dozens of judges. AABANY also sponsored a golf and networking outing at Chelsea Pier. In September and October, AABANY hosted a reception for law students and preparation sessions for law students participating in the Thomas Tang Moot Court competition. During the summer, AABANY also sponsored resume review and mock interview programs for students. This summer, AABANY's Young Lawyers Committee sponsored a picnic in Central Park, a session on Financial Planning 101 and a reception at a fashionable clothing store, Theory, in lower Manhattan. The Theory event raised more than \$1000 for internship programs. AABANY's Women's Committee sponsored a program entitled "Her Place at the Table: Negotiating for Yourself and for Your Clients." In September, the Women's Committee also hosted a Women's Leadership Forum with speakers who included Judge Kiyu Matsumoto, United States Magistrate Judge for the Eastern District of New York and Lynnette Sarno, Partner at Seyfarth Shaw. In September, AABANY hosted a continuing education program on "The Nuts and Bolts of Representing Employees in New York" and another CLE program on Elder Law and Article 81 Guardianship. AABANY has CLEs planned in the next several weeks on effective cross examination, alternative dispute resolution (which will feature incoming NAPABA President Elect Andy Hahn) and the representation of restaurant workers in Chinatown.

AABANY participated in a forum on Judicial Selection in New York State after López Torres: The Impact on Minority Candidates. In October, the United States Supreme Court heard *New York Board of Elections v. Lopez-Torres*, a case in which AABANY has written several amicus briefs. In the summer, AABANY also co-sponsored the Komen New York City Race for the Cure® and a film at an Asian film festival.

The **Asian American Lawyers Association of Massachusetts (AALAM)** elected its 2007-08 officers and Board members in June. One of the new officers, AALAM Treasurer Ed Cheng was a panelist on the "Strategies for Success" program for summer associates held by the Boston Bar Association, in the ninth year of this very popular event. Speaking of summer associates, AALAM held its well-attended Summer Associate Lunch on July 25, 2007. In August, AALAM Vice President Tina Matsuoka spoke on a diversity panel at Boston University Law School. September brought AALAM presence with other bar associations at joint tables to attend the BBA Annual Luncheon. On September 17th, AALAM was happy to co-sponsor, with the Massachusetts Association of Women Lawyers, Massachusetts Black Lawyers Association and the Massachusetts Black Women Attorneys, an informational event with members of the Judicial Nominating Commission ("JNC") at the John Adams Courthouse. The panel consisted of Superior Court Chief Justice Barbara Rouse and Judge Fernande R.V. Duffly as well as Judicial Nominating Commissioner Chair Lisa Goodheart and JNC Deputy Legal Counsel and Executive Director Cathy Judd-Stein. JNC Commissioner Richard Van Nostrand and Housing Court Justice Wilbur Edwards Jr. were also in attendance and offered comments to round out the presentation and discussion regarding what it takes to both become and to be, a judge. On October 16th, the New England School of Law hosted a panel consisting of AALAM Directors Jeff Seo, Sarah Kim and Vince Lau, who spoke to the NESL APALSA group about opportunities and obstacles

for Asian lawyers in Massachusetts. On October 18th, AALAM sponsored a first ever judiciary panel event of all the Asian Massachusetts Judges at the John Adams Courthouse. Moderated by Massachusetts Appeals Court Assistant Clerk Lena Wong, the panel featured Judges Duffly, Sabita Singh, Eleanor Sinnott, John Lu and Richard Chin. AALAM sponsored The Silk Road Gala this year. The Gala is the annual event of the Asian Task Force Against Domestic Violence ("ATASK"), and a large portion of the donations support ATASK's comprehensive shelter for Asian women in New England.

The **Connecticut Asian Pacific American Bar Association (CAPABA)** held their Seventh Annual Dinner and Auction on August 8. The keynote speaker was renown forensics expert Dr. Henry Lee. Dr. Lee was introduced by Connecticut's Chief State's Attorney Kevin Kane. Connecticut Attorney General Richard Blumenthal made opening remarks. In September, CAPABA held its annual fall Luau. The end of summer was celebrated with a pig roast and networking between members, area law students and their families. Upcoming events for CAPABA include: a reception for Connecticut Chief Justice Chase T. Rogers – October 2007, Career Development Panel – UCONN School of Law, November 2007, and Open Membership Meeting, December 2007. The 2007-2008 board includes President Angel Y.C. Feng, President-elect Tanya A. Wolanic, Vice President Douglas Hirai, Secretary Calvin Woo, Treasurer Robert Schulman; and the following directors: the Honorable Nina F. Elgo, An-Ping Hsieh, Joe Khanna, Susan Kim, Shirley S. Ma, and Amy Lin Meyerson.

NORTHWEST REGION

On September 27, the **Asian Bar Association of Washington (ABAW)** and the Pierce County Minority Bar Association (PCMBA) co-hosted a joint membership event at the Tacoma Yacht Club. This was the first event held jointly by the two organizations, and both hope to continue the trend in the upcoming years. On September 15, the ABAW and

the Vietnamese American Bar Association of Washington (VABAW) worked with the Organization of Chinese Americans – Greater Seattle Chapter and the Chinese Information Service Center to hold a half day community legal workshop for the Asian community. Panel topics included Housing Law, Immigration, Family Law, and Debtor's Rights. Mandarin, Cantonese, and Vietnamese interpreters were on-site to assist with language barriers. On October 5, VABAW held a special membership event which included an exclusive exhibit viewing of the Art of Dinh Q. Le and the film "Reflections: Returning to Vietnam" at the Bellevue Art Museum.

SOUTHEAST REGION

APABA Maryland (APABA-MD) has had a busy summer, including transitioning to new leadership under the 2007-2008 Board of Directors, which includes new APALSA student representatives from the Univ. of Maryland and Univ. of Baltimore Schools of Law. In August, APABA-MD held an Annual Picnic and welcomed new members and guests from APABA-DC. APABA-MD also participated in the Bar Association of Montgomery County's "Party Around the World" in October, a celebration of diversity and the specialty bar associations, with international food and cultural performances. Volunteers from APABA-MD will also assist with the Thomas Tang National Moot Court Competition's Northeast Regional Semi-final competition, to be held at American University. APABA-MD is also planning a community service project in late Fall, as well as looking forward to attending the NAPABA Annual Convention in Las Vegas!

On September 26, the **Asian Pacific American Bar Association of the District of Columbia (APABA-DC)** held its annual installation dinner where its Board of Directors were sworn in by Chief Judge Eric T. Washington and a keynote speech was delivered by The Honorable Ricardo M. Urbina, United States District Court for the District of Columbia. On October 4, APABA-DC held a joint networking happy hour with the South Asian Bar

Association of Washington, DC. The following day, on October 5, APABA-DC co-sponsored a Diversity Summit, held at the National Press Club. APABA-DC's Women Forum's sponsored "The Chinese American Experience and Those Who Survived and Thrived to Tell the Tales," featuring Chinese American women writers on October 11.

SOUTHWEST REGION

The **Dallas Asian American Bar Association (DAABA)** hosted a Career Night in conjunction with Sunbelt Minority Job Fair. The Career Night provided an opportunity for law students, law firms, and corporate legal departments to network in an informal setting immediately after the Sunbelt Minority Job Fair. On October 16, 2007 DAABA also be partnered with the Dallas Bar Association Minority Participation Committee in an event "Experience Exchange Mentorship Dinner: 20 Years in 2 Hours." The event The Experience Exchange Mentoring Dinner brought together senior and junior attorneys together to share different ways Dallas minority attorneys made their success. It was a successful event that brought together the sharing of ideas and experiences that will further the growth and careers of younger attorneys and continue to build relationships within the minority legal community.

The **Asian American Bar Association of Houston (AABA Houston)** on September 14, 2007 enjoyed its largest and most successful Gala and Silent Auction at the InterContinental Houston Hotel. Over 450 guests, supporters, and civic leaders from the Greater Houston area and around the country attended. This event raised \$135,000 for the AABA and its charitable and educational arm, the Asian American Bar Foundation (AABF), including almost \$10,000 from the proceeds of the Silent Auction. This was a 50% increase in revenue from the 2006 Gala. The event was highlighted by remarks from Tommy Shi, Corporate Development and Transformation Officer of Mercedes-Benz USA and Judge Hannah Chow, recipient of the AABA Impact Award.

NAPABA Takes on APA Diversity in Law Firms

NAPABA and NLF Launch Diversity Project - Announce Spring 2008 Diversity Symposia

Since 2004 when Roderick Palmore, General Counsel for Sara Lee sent a "Call to Action" to the General Counsel of fellow Fortune 500 companies, corporate clients have been reinforcing the challenge to their outside counsel to increase diversity within their ranks, and diversity has become a central issue for the profession as a whole. In support of these efforts and to enhance APA advancement in the legal profession and in law firms in particular, NAPABA and the NAPABA Law Foundation (NLF) recently launched the NAPABA/NLF Diversity Project.

Demographic Snapshot - A Closer Look at the Numbers of APAs in Law Firms

According to a 2003 U.S. Equal Employment Opportunity Commission study, the percentage of Asian Pacific Americans (APAs) in large law firms grew from 0.5 percent in 1975 to 5.3 percent in 2002. Additionally, a 2006 report by the National Association for Law Placement (NALP) found that APAs were the largest number of attorneys of color in large law firms. However, the report also found that although APAs made up 8.13 percent of all associates, their representation in the partnership ranks was only 1.78 percent.

As the last statistic indicates, for APAs, as with other attorneys of color, the path to partnership remains elusive. Although the 2007 Diversity Scorecard prepared by *The Minority Law Journal* found that APAs now account for the highest number of partners of color in the nation's largest law firms, APAs remain concentrated at the associate level. For APA women, the picture is even more bleak. According to the 2006 NALP report, while women make up about half of all APA associates at law firms, in 2006, APA women represented only 0.59 percent of U.S. law firm partners.

Of particular concern is the "pipeline" to partnership and the often asserted claim that it is "only a matter of time" before parity is reached. According to the 2005 New York City Bar Association Diversity Benchmarking Study, 19 percent of the Class of 1996 are attorneys of color, yet they represented only 7 percent of new

partner promotions. Furthermore, APAs have the lowest conversion rate from associate to partner. According to the study, APAs comprised 11.8 percent of the partner eligible candidates, but only 1.5 percent of new partner promotions. The Bar Association of San Francisco found similar results in their 2005 Report on minority hiring and advancement. Specifically, the Report found that 15 percent of all associates were APA; however APAs represented only 4 percent of all partners.

There is no reason to believe these findings are limited to New York and San Francisco. As such, the dramatically low conversion rate for APA associates to partner is particularly alarming and requires urgent attention by law firms. Through the NAPABA/NLF Diversity Project, NAPABA will engage in dialogue with our law firm partners and others to explore these and related issues, as well as the value of diversity generally.

NAPABA and NLF Launch Diversity Project Through MCCA Grant

Last spring, the Minority Corporate Counsel Association (MCCA) awarded a generous Diversity Dollars grant to NLF to implement the Diversity Project, which will feature two diversity symposia to be held in the spring of 2008. This will further the effort to increase APA diversity in the profession, as well as to increase the visibility of NAPABA and NLF as leaders for diversity in the legal community.

As the national organization for APA lawyers, judges, law professors, and law students, NAPABA's leadership on this issue enhances its mission to promote justice, equity, and opportunity for APAs. The Diversity Project is headed by Peggy Nagae, former NAPABA President, Nimesh Patel, NAPABA VP of Communications, and Erika Moritsugu, former Executive Director of Asian American Action Fund, who compose the Diversity Task Force.

To promote greater APA diversity in law firms through the hiring, inclusion, retention, and advancement of APAs, the NAPABA and NLF diversity symposia will educate senior leaders, partners, and

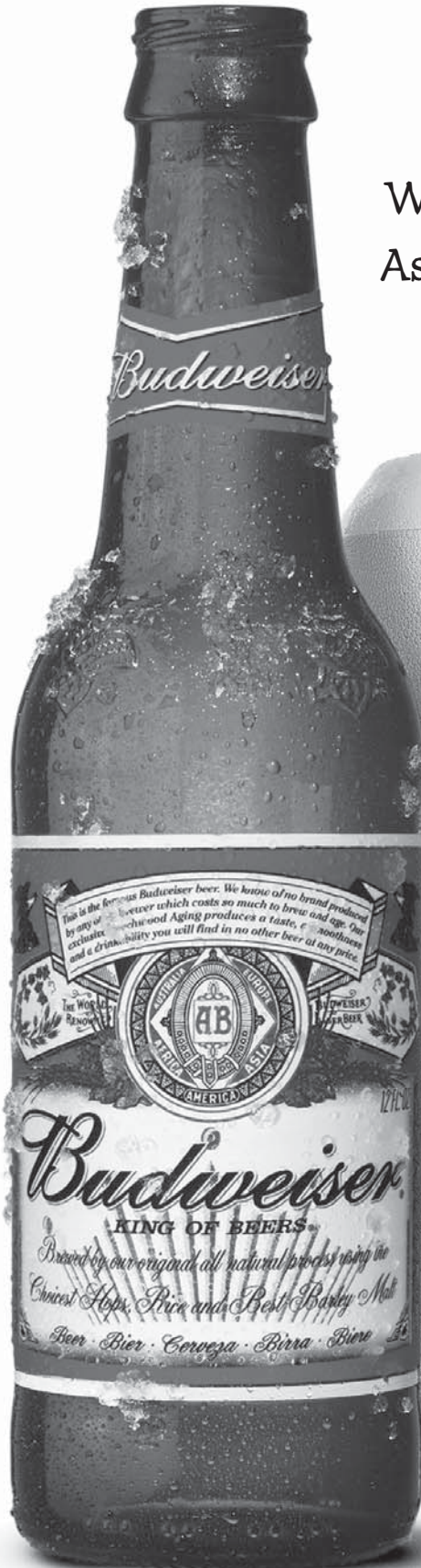
corporate counsel about APAs in the legal profession --

- Senior partners and corporate counsel will participate in innovative, interactive panel discussions and breakout sessions to learn more about the benefits of APA diversity, and explore meaningful ways to increase APA diversity in law firms.
- To reach the broadest possible audience base, the one-day symposia will be held in two of the largest U.S. legal markets - Los Angeles and New York City.
- The symposia present important opportunities for law firm partners to learn more about the barriers that keep APAs concentrated at the associate level in law firms and prevent them from advancing to partnership as well as best practices for their advancement.
- Participants will leave with specific ideas and action steps for their law firms.

Ultimately, NAPABA and NLF anticipate that the symposia will serve as the impetus for law firms to effectuate changes on the diversity front, through their concrete plans of action to increase APA diversity. It will also be an avenue for the Diversity Project to follow-up with law firms regarding data we collect prior to and during the symposia, which in turn, will support NAPABA's leadership role in this area.

With the backing of the Diversity Dollars grant and the increased focus on general diversity initiatives in the legal profession, this is auspicious timing for NAPABA's diversity symposia to ensure that the contributions of and the need for enhanced opportunities for APA lawyers are better understood. As spring 2008 draws nearer, NAPABA and NLF will keep NAPABA members informed about the plans for the symposia.

The NAPABA Diversity Task Force



We salute the National
Asian Pacific American
Bar Association.
This Bud's for you.

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NAPABA & NAPABA Affiliate Calendar of Events

OCTOBER 12

**South Asian Bar Association of
Washington Annual Banquet
at the W Hotel**
Seattle, WA

OCTOBER 25

**ABAW Annual Banquet, Celebrating
20 Years, at the Grand Hyatt**
Seattle, WA

NOVEMBER 7

**VABAW Annual Banquet, Embracing Our
Heritage, at the Women's University Club**
Seattle, WA

DECEMBER 7

**APBA SV will host its annual
Holiday Party**
Silicon Valley, CA

DECEMBER 8

OCAABA Dim Sum Holiday Luncheon
location TBA

DECEMBER 11

ABAW Holiday Party
Seattle, WA

DECEMBER

KABANC annual dinner banquet
location TBA

JANUARY 25

**PALSD's/FALSD's joint Annual Dinner and
Installation of Officers, "Celebrating 30
Years of Asian Pacific Americans'
Advancement in the Legal Profession," at
the Sheraton San Diego Hotel & Marina**
San Diego, CA

NAPABA

**Welcomes the Following Affiliates
Which Have Joined NAPABA
Over the Past Two Years**

Austin Asian American Bar Association

Korean American Bar Association of Chicago

Asian Pacific American Bar Association of Tampa Bay

Tennessee Asian Pacific American Bar Association

Korean American Bar Association of San Diego

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organizations to advance diversity and excellence in the legal profession.

Wal-Mart salutes the strong leadership provided by the
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the entire staff and many volunteers who help make Wal-Mart's
partnership with NAPABA a success. Wal-Mart looks forward to continuing to advance
our mutual goals in the legal profession and in the communities we jointly serve.

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People in the News

Theresa Chang of Houston Texas was recently selected by the unanimous vote of the Harris County District Judges to serve as the District Clerk for Harris County, Texas, making her the highest ranking Asian American official in Harris County.

The San Diego Metropolitan Magazine recognized longtime PALS member **Sandra Chong**, Assistant General Counsel of San Diego Unified School District, as one of the outstanding young professional business and civic leaders of the region in its "40 under 40" award.

James Ho of Gibson Dunn in Dallas, Texas is the 2007 recipient of the Greater Dallas Asian American Chamber of Commerce Outstanding Contributions in Law Award.

APALA/NJ representatives, **Moly Hung** and **Michael Angulo**, met with New Jersey Governor Corzine's Chief Counsel, Ken Zimmerman, to discuss increasing APA representation in the judiciary and the public sector.

Hon. Karen Gren Johnson of the 95th District Court of Dallas County (2006 SW Region Trailblazer) announced that she will not be seeking re-election next year.

Erica Smith Klocek was made partner at Morgan, Lewis & Bockius, LLP, Philadelphia, PA. She is a member of the Executive Committee of the Asian American Bar Association of the Delaware Valley.

Hon. Robert N. Kwan, a co-founder of NAPABA and the newest judge on the U.S. Bankruptcy Court for the Central District of California, was featured in an article that was published in the Federal Bar Association Newsletter.

The Asian American Justice Center honored former U.S. Attorney **Carol Lam** of San Diego at its annual American Courage Awards reception in Washington, D.C. for her commitment to the ideals of integrity, fairness and justice. The American Courage Award is presented by the AAJC each year to an individual who has displayed courage in championing a cause for civil and human rights. In February of this year, PALS and FALS awarded Lam with the Presidents' Award at their joint Annual Dinner.

Esther H. Lim, the incoming Secretary of NAPABA and former President of APABA-DC and Southeast Regional Governor, received the 2007 Burton Award for Legal Achievement, a national award for legal writing.

On September 21, 2007, **Hon. Kenneth So** began his term as Presiding Judge of the Superior Court in San Diego County.

Suzanne Young was appointed by the Chancellor of the Philadelphia Bar Association to the House of Delegates for the Pennsylvania Bar Association.



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