

GIBSON DUNN



*DIVERSITY
PROGRAMMING
OVERVIEW*

DIVERSITY PROGRAMMING

OVERVIEW

At Gibson Dunn, we host numerous substantive programs, training sessions, internal gatherings, and affinity group events as well as events where we partner with external organizations. We believe that these gatherings play a critical role in grooming the next generation of diverse leaders at the Firm. Enclosed are examples of our diversity programming in which our lawyers across demographics participate and are involved in. These events allow us to work directly with diverse talent at the Firm.

In addition, we have outlined sponsorships across affinity groups and awards. We are proud of our support for diversity and inclusion, both internally and externally. We believe that these efforts will help us achieve our goal of recruiting and retaining diverse talent.



PROGRAMMING

GLOBAL DIVERSITY PROGRAMMING

Global Diversity Programming

Gibson Dunn is the host of an Annual Diversity Networking Reception that brings together our attorneys and summer associates, clients, and leaders within the non-profit and corporate sectors, as well as leaders from the Los Angeles community. In 2017, the event featured keynote speaker Dr. Tommie Smith who discussed his experience as an Olympic Gold Medalist. On October 16, 1968, during the medal ceremony for the men's 200-meter race, Tommie Smith and John Carlos raised black-gloved fists as a symbolic act of protest. The picture of that silent gesture is one of the most enduring sports images of the twentieth century. Dr. Smith was joined by Los Angeles-based visual artist Glenn Kaino who in 2013 debuted *Bridge*, a sprawling installation that was built around a fiberglass cast of Dr. Smith's arm. The conversation was hosted by Gibson Dunn Senior Of Counsel, Ambassador Ron Kirk.

Gibson Dunn hosted over 100 high school students from Girls Who Code – a national non-profit working to close the gender gap in the technology sector – in Austin, Los Angeles, New York and San Francisco. The programs featured over 18 substantive panels led by a wide range of presenters from associates, partners, clients, members of the judiciary to representatives from pro bono, and policy-related organizations. The following companies and organizations also participated: Amazon, ARM, ChIPS, CIBC World Markets Corp, Google, Hewlett Packard Enterprise, JPMorgan Chase, Maggie Louise Confections, Minority Corporate Counsel Association, National Instruments, Oculus, Remeditex Ventures, RPX Corporation, Uber, Urban Assembly High School for Computer Science and Wells Fargo. The Firm partnered with ChIPs, a non-profit dedicated to advancing women at the confluence of law, technology and regulatory policy that many of our technology clients are involved in for the Austin event. Gibson Dunn partners Tracey Davies, Caroline Krass, Alex Southwell, and Debra Wong Yang and associates Jeana Bisnar Maute, Jessica Culpepper, Christina Demana, Kate Dominguez, Chelsea Glover, Abbey Hudson, Shailey Jain, Lali Madduri, Brooke Myers Wallace, Jennifer Rho, Ashley Rogers, Emily Speak, Needhi Vasavada, Alison Watkins, Nina Xue and Betty Yang were actively involved in these efforts around the Firm.

At the 2017 New Lawyer Academy, the Firm hosted a diversity panel, women's reception as well as LGBT affinity group and Attorneys of Color gatherings. The following

attorneys participated on various Diversity panels during the Academy: Kelly Austin, Mylan Denerstein, Chantale Fiebig, Amy Forbes, Abbey Hudson, Ron Kirk, Michele Maryott and Oliver Welch.

The Firm hosted our inaugural "International Diversity Day" which brought together our international offices (via videoconference) to deepen each office's understanding of the Firm's diversity efforts and to celebrate the efforts occurring in the local offices. We also included diversity-related research on each of the local markets and look forward to this event becoming an annual program.

The New York office recently started a Book Club where lawyers will come together to discuss one or more book, article, video, or other form of media relating to diversity and inclusion. The goal of the Book Club is to provide a forum to discuss diversity-related issues by focusing on contemporary writings and other presentations in the area. The following materials have been used to facilitate the discussions: *Between the World and Me* by Ta-Nehisi Coates; *We Should All be Feminists* by Chimamanda Ngozi Adichie; *Born a Crime: Stories from a South African Childhood* by Trevor Noah; Master of None's "Thanksgiving" episode and *My Beloved World* by Justice Sonia Sotomayor.

Gibson Dunn hosted a conversation titled "Decision 2016: What's Next" that featured Ambassador Ron Kirk and partner Tom Dupree. The discussion was moderated by partner Mylan Denerstein and centered on the historic election, the presidential transition and offered insights into the future.

The Orange County office hosted "A Date Which Will Live in Infamy: Stories from 4 Pearl Harbor Survivors." Four Pearl Harbor survivors spoke about their experiences from that fateful day, and how that day of infamy has shaped their lives. The program was moderated by Judge Frederick P. Aguirre, retired Superior Court Judge, with an introduction by Gibson Dunn of counsel and former California Supreme Court Justice John A. Arguelles.

In conjunction with the White House Fellows Program, Gibson Dunn hosted a Conversation with Theodore B. Olson and Ambassador Ron Kirk, who discussed their careers and reflected on the historic challenge to California's Proposition 8 and the continuing fight for marriage equality.



PROGRAMMING

WOMEN OF GIBSON DUNN - FIRMWIDE PROGRAMMING

Women of Gibson Dunn - Firmwide Programming

Our women partners serve as wonderful role models for our women associates and play important roles in leading our gender diversity efforts. They pair with associates in the office to host in-house monthly lunches for women and sponsor networking events with women general counsel and other women-focused client events where they address a wide range of issues involving gender, professional development, client development and work-life balance.

Our Europe, Middle East and Asia (EMEA) offices hosted the inaugural EMEA Women's Event, which was hosted live in London with other offices joining via videoconference. The discussion centered on women's rights around the globe, and our attorneys were joined by Maggie Murphy, the founder of "An Equal Playing Field," an organization which aims to promote women and girls' opportunities to advance equality.

A year after Gibson Dunn successfully launched our Women of Color Initiative, we have continued our progress in numerous ways: 1) formed a firm-wide programming committee; 2) hosted firm-wide and local substantive

programming; 3) hosted social gatherings around the Firm; and 4) sponsored external organizations dedicated to advancing women of color. Newly elected Gibson Dunn partner Anita Girdhari and associate Jeri Buzzetta serve as co-chairs of the Initiative. Gibson Dunn partners Rashida La Lande, Veronica Lewis and Debra Wong Yang have all participated in a firm-wide videoconference with our women of color attorneys.

The Women of Color Initiative hosted a discussion moderated by associate Emily Speak that featured partner Debra Wong Yang and Jean Lee, President and CEO of the Minority Corporate Counsel Association, that was made available to attorneys around the Firm via videoconference.

Led by Gibson Dunn partner Beth Ising and associates Abbey Hudson and Kelly Herbert, the LGBT Women Affinity Group hosted numerous internal in-person gatherings and external gatherings that connect LGBT women lawyers in the Los Angeles area. We have hosted LGBT-women focused recruiting events at law schools and formulated an LGBT women recruiting plan to attract more LGBT women to the Firm. The group is a proud sponsor of The L.A. Gay & Lesbian Center's Evening with Women annual dinner and Out Leadership's OUTWomen Initiative.

Gibson Dunn was part of the winning team for Stanford Law School and Diversity Lab's inaugural Women in Law Hackathon, a team pitch competition comprised of partners from 54 different law firms, designed to tackle the recruitment, advancement, and retention of women in law firms. Law firms from around the country were partnered with diversity specialists and divided into nine teams, charged with working together for six months to see which team could present the most innovative idea. Perlette Jura represented Gibson Dunn, and her team placed first in the competition. The event was held at Stanford University and the judges were comprised of distinguished professors and clients from around the country, including high-level lawyers from Wal-Mart and PepsiCo, among others.



PROGRAMMING

WOMEN OF GIBSON DUNN - LOCAL OFFICE PROGRAMMING

Women of Gibson Dunn - Local Office Programming

Gibson Dunn partner Debra Wong Yang served on the planning committee for the Asian Pacific American Women Lawyers Alliance's (APAWLA) event celebrating Asian-American women partners. The event's goal was to acknowledge and celebrate the fact that Asian-American women are achieving partnership at major law firms in the Los Angeles area in increasing numbers.

The New York Women's Mentor Circles program was created at the urging of our women partners to provide our women attorneys with the opportunity to connect and engage with each other in a small group setting. The mentor circles are organized by practice group and include partners, of counsel, senior, mid-level and junior associates. By having multiple class years represented, the circles allow the women to provide encouragement and guidance to one another as they maneuver through their careers at the Firm.

As part of the ongoing Los Angeles Women's Monthly Lunch Series, the LA Women's Subcommittee hosted a lunch panel discussion titled "The Road Ahead - Perspectives on Career Paths, Options and Opportunities." Kate Dowd May, the Firm's Career Development & Alumni Manager, introduced the panel and shared more information about her role and the Firm's Career Path Resources available to attorneys. The panel was moderated by associate Genevieve Weiner, and the panelists included partners Karen Bertero and Heather Richardson, of counsel Sogol Pirnazar and Gibson Dunn alumna Lauren Eber, who currently serves as the Vice President/Senior Litigation Counsel at Warner Brothers.

The LA Women's Subcommittee hosted an event to welcome our new women associates. Donations were

also collected for the Downtown Women's Center, an organization providing permanent supportive housing and a safe and healthy community fostering dignity, respect, and personal stability, and to advocate ending homelessness for women.

The Women and Gender Subcommittees around the Firm host women's summer receptions for our female lawyers and summer associates. These annual events provide an opportunity for our women to gather, meet and reconnect with new and old colleagues. Examples include the Dallas office hosting a terrarium party and the New York office hosting a wine and cheese reception.

The New York office hosted the personal data week kick-off event for the Harvard Law School Women's Alliance. The event was moderated by Gibson Dunn partner Alex Southwell, with panelists from Womble Carlyle, Olapic Inc., Personal Data Project and CrossdalePaul LLC.

The Washington, DC office sponsors a monthly women's lunch program, which pairs up a senior woman attorney with a junior associate. Gibson Dunn associate Greta Williams leads the facilitation of this program. In addition, the office hosts women's lunches throughout the year.

Gibson Dunn sponsored the District of Columbia's Bar Association's Litigation Committee's event titled "Minority Flight: Why Women of Color Are Leaving Law Firms and How to Turn the Tide." The event explored research indicating that women of color leave law firms at alarming rates as compared to their peers. Gibson Dunn of counsel Chantale Fiebig is a member of the DC Bar Association and serves as the chair of the Litigation Committee.



PROGRAMMING

WOMEN OF GIBSON DUNN - LOCAL OFFICE PROGRAMMING

The Palo Alto office hosts a monthly women’s lunch, with associates taking turns choosing the lunch topic and leading the discussion. Past topics have included “The Language of Leadership” and the “Art of Networking.”

The Palo Alto office hosted two women’s networking events for our women attorneys, including an evening of wine, art and calligraphy as well as a casino night.

The San Francisco Women’s Subcommittee hosts various events and lunches throughout the year geared at the professional development of our women associates. Past events have included a panel of Gibson Dunn alumni who work in various levels of government, a client development panel titled “Internal Marketing: How best to position and market yourself internally at GD&C” and a panel on the “Do’s and Don’ts of the Year-End Memo.”

The Denver office hosted a number of panels this past year on topics surrounding women’s advancement, including “Professionalism in Transition: How to Execute a Career Move at Any Stage of Practice,” “Bridging the Confidence Gap,” “A Conversation with SEC Commissioner Kara Stein,” “Navigating Unconscious Bias While Perfecting Your Career” and “In-House Operations: How Companies are Handling Their Labor & Employment Matters.”

The European Women’s Diversity Committee launched a European-wide “Thursday Lunch Club.” Each quarter, a different European office hosts a lunch presentation, and our women lawyers in the other European offices join via videoconference. The host office presents a few talking points on a topic of interest to our female lawyers, and then opens up the discussion to engage with the other offices. The topics discussed over the past year included the career advancement of women and work-life balance.

The London Diversity Committee Women’s Group hosts frequent lunches and events throughout the year. Past speakers have included Gibson Dunn of counsel Angelika Niebler and Fatema Orjela, a partner at Sidley Austin, and one of the founders of Women in Law London.

Gibson Dunn partners Rashida La Lande and Gabrielle Levin and associate Jeana Bisnar Maute presented during Square’s 2016 Ladies Who Launch, Celebrating Women Entrepreneurs event in New York City. The event brought together inspiring speakers, business learnings from expert-led interactive sessions, and the opportunity to connect with other female vendors. Our attorneys led a session titled “Legal Issues 101” where they discussed employment, corporate and privacy laws with the goal of helping entrepreneurs anticipate common legal issues and lay the right foundation for their businesses.

The Bay Area offices hosted a presentation on “Projecting Credibility and Confidence” with communication expert Cara Hale Alter, author of The Credibility Code. The presentation explored how non-verbal communication skills can authentically project confidence and competence. Cara is the founder and president of SpeechSkills, which offers expert communication training, and shared her insights with our women attorneys.

WOMEN *of*
GIBSON DUNN



PROGRAMMING

AFFINITY GROUP PROGRAMMING

Affinity Group Programming

Gibson Dunn hosted gatherings for our various affinity groups that support our ethnically diverse and LGBT lawyers. In addition to formal events, affinity group activities include social gatherings, attendance at networking events and conferences and engagement in community organizations. For example, Gibson Dunn partners Dan Chung, Rashida La Lande, Marcellus McRae, Debra Wong Yang and Special Of Counsel Ron Kirk hosted attorney of color dinners and events in the Dallas, Los Angeles, New York, San Francisco and Washington, DC offices. In addition, Gibson Dunn partners Doug Champion, Winston Chan, Mylan Denerstein, Joe Evall, Ernie Hsin, Beth Ising, Rashida La Lande, John Olson, David Rosenauer, of counsel Chantale Fiebig, and associates Tiaunia Bedell, Rupal Doshi, Kelly Herbert, Abbey Hudson, Christian Hudson and Needhi Vasavada have hosted affinity group dinners across the Firm.

In conjunction with the Los Angeles LGBT Bar Association, Gibson Dunn hosted a LGBT networking reception in our Los Angeles office. In addition to Gibson Dunn attorneys, the event was well attended by members of the organization. Gibson Dunn partner Doug Champion is a member of the Bar Association's Board of Governors and provided remarks during the event.

Gibson Dunn sponsored and hosted a post-election event titled "Moving Forward After the Election," organized by the Asian American Bar Association of NY (AABANY), Muslim Bar Association of NY (MuBANY), and South Asian Bar Association of NY (SABANY). Panelists included Sania Khan (Assistant Attorney General, Office of the New York State Attorney General, Civil Rights Bureau), Chris Kwok (Co-chair of AABANY's Issues Committee), Sharaf Mowjood (Senior Producer for political video at the Huffington Post), Amol Sinha (State Policy Advocate at Innocence Project and formerly with the New York Civil Liberties Union) and Arun Venugopal (WNYC reporter and contributor to the podcast, "United States of Anxiety"). Gibson Dunn associate Ali Alsarraf is a member of MuBANY and serves as the associate co-chair of the New York office's local diversity committee.

Gibson Dunn hosted a post-election event featuring a panel titled "Beyond the Safety Pin: How to be an Active Ally" in our Denver office. The South Asian Bar Association of Colorado (SABACO) sponsored the event; it featured

representatives of specialty bar organizations and members of the legal community. Gibson Dunn associate Yamini Grema is a board member of SABACO.

Gibson Dunn, Public Counsel, and Bet Tzedek hosted a discussion on police reform in our Los Angeles office. The presenters included the Reverend Cecil Murray; academics including Professors Terry L. Cooper (USC Price School of Public Policy) and Priscilla Ocen (Loyola Law School); practitioners such as Peter Bibring (ACLU), Marcellus McRae (Gibson Dunn), Gerald Chaleff (former President of the Los Angeles Board of Police Commissioners), and Michael Gennaco (Chief Attorney, Office of Independent Review); and the Honorable Aja Brown, Mayor of Compton, California. Professionals from the corporate and non-profit sectors along with academics, activists, and leaders within diverse communities throughout Los Angeles attended the sessions and explored different avenues for change and reform. Gibson Dunn partner Marcellus McRae led this effort.

Gibson Dunn's Los Angeles office hosted the board meeting of the South Asian Bar Association's North America Leadership Retreat, where the organization's leadership team gathered to plan programming for the upcoming year. Gibson Dunn partner Jay Srinivasan is actively involved in the organization.

Gibson Dunn hosted Black History Month celebrations across our offices. Gibson Dunn partner Marcellus McRae and associate Sheldon Evans co-hosted a Los Angeles gathering of professionals from the corporate and non-profit sectors along with local academics, activists, and leaders. LA District Attorney Jackie Lacey provided opening remarks to discussions led by various speakers regarding issues facing the Black Community from a feminist perspective, as well as the challenges to achieving a post-racial society. Gibson Dunn associates Chelsea Glover and Needhi Vasavada organized a screening of [I Am Not Your Negro](#) in the Dallas office. Gibson Dunn associates Kathryn Cherry, Mari Diouf and Tarana Riddick organized a screening of the Netflix documentary [13th](#) in the New York office, followed by an engaging discussion.

Gibson Dunn hosted Asian Pacific American Heritage Month celebrations across our offices. The San Francisco office hosted a series of events around the city, exploring the cultures and heritages of Asian and Pacific Islander people. Events included a tour of China Live, tofu tasting



PROGRAMMING

AFFINITY GROUP PROGRAMMING

and discussion with Minh Tsai, founder of Hodo Soy and moderated by Jennifer 8 Lee, producer of [The Search for General Tso](#) and the Chinese American Exclusion/Inclusion Exhibit at the Chinese Historical Society of America. The Los Angeles office hosted a breakfast conversation with Robert Ahn, a candidate in the special election to replace retiring Congressman Xavier Becerra in the United States House of Representatives for the 34th District. The New York office hosted a screening of an excerpt from [The Chinese Exclusion Act](#), a PBS documentary exploring the history of this landmark piece of legislation. Following the screening, Gibson Dunn partner Dan Chung moderated a Q&A with the filmmakers, Ric Burns and Li-Shin Yu, who discussed the important connections between the Chinese Exclusion Act and the history of American civil liberties, immigration, and culture. Event attendees included attorneys and summer associates, local area law students as well as members from the various local Asian bar associations and organizations.

Gibson Dunn's New York office hosted a panel on "Why Black Lives Matter to Muslims" presented by the New York Civil Liberties Union (NYCLU), Metropolitan Black Bar Association (MBBA), and Muslim Bar Association of New York (MuBANY). Over 75 guests attended and the event was live-streamed to over 3,000 viewers. Panelists include Corporation Counsel Zachary W. Carter, NYCLU Director Yusuf Abdul-Qadir, Public Defender Bina Ahmad, and PhD candidate Donna Auston. The panel was moderated by NYCLU Board Member and Bloomberg Senior Counsel Amin Kassam. Gibson Dunn associate Ali Alsarraf is involved with MuBANY and serves as the co-chair of the New York Diversity Committee.

Members of Gibson Dunn's New York office's African-American affinity group journeyed to Washington, DC to tour the Smithsonian's National Museum of African American History and Culture. The group toured the museum with their family members, received charter memberships and celebrated the museum at a private event later that evening.

Gibson Dunn annually prepares the moot court program for the Hispanic National Bar Association's moot court competition during the organization's annual mid-year Corporate Counsel Conference. This year, Gibson Dunn associate Sheldon Evans prepared the moot court problem and partner Marcellus McRae served as a judge

during the competition.

Gibson Dunn hosted the South Asian American Bar Association of Colorado's CLE presentation titled "Lawyers as Intermediaries between Law and the Evolving Sharing Economy." The event featured Professor Nancy Leong and Professor Eli Wald from the University of Denver School of Law, among others.

Gibson Dunn hosted the Asian Pacific American Bar Association of DC's and AYUDA's immigration clinic, which trained attorneys representing victims of human trafficking who seek T nonimmigrant visas (designed for victims of trafficking) or an adjustment to their green cards.

The Firm also hosted LatinoJustice's PRLDEF Líderes Board for a panel discussion titled "From Protection to Power," which explored the impact of the current political climate on the Latino community. Panelists included Angela Fernandez, Northern Manhattan Coalition for Immigrant Rights; Myrna Perez, Brennan Center for Justice at NYU Law; and Jeronimo Saldaña, Drug Policy Alliance. The panel was moderated by Juan Cartagena, LatinoJustice PRLDEF President and General Counsel. Gibson Dunn associate Manuel Lorenzo serves as a LatinoJustice's PRLDEF Líderes board member, as well as the Hispanic/Latino affinity group co-chair in the New York office.

Gibson Dunn is a sponsor of Lesbians Who Tech, a conference that promotes the visibility and inclusion of women, LGBTQ people, and people from other backgrounds under-represented in technology. Los Angeles associate Abbey Hudson hosted a "Lawyers Who Tech" meet-up at the conference. San Francisco associate Elizabeth Dooley also attended, as well as San Francisco partner and ally Ethan Dettmer.

In honor of Ramadan and in celebration of the New York Muslim Affinity Group's inaugural event, the Firm and the Muslim Bar Association of New York (MuBANY) co-hosted an Iftar dinner. David McCraw, Deputy General Counsel, New York Times, provided the keynote address. Of Counsel Rahim Moloo and associates Amer Ahmed and Ali Alsarraf served as hosts for this inaugural event.



PROGRAMMING

PIPELINE PARTNERSHIPS

Pipeline Partnerships

Gibson Dunn was involved in planning The Eleventh Biennial Just the Beginning – A Pipeline Organization (JTB-APO) Conference. This year's conference, "Equal Justice Under Law: Celebrating the Legacy of Judge Constance Baker Motley," celebrated the 50th anniversary of the appointment of the first woman of color to the federal bench. Gibson Dunn's Chief Diversity Officer, Zakiyyah Salim-Williams, served on the executive committee, partner Debra Wong Yang spoke on a "Breaking Glass Ceiling" panel and associates Ali Alsarraf, Marie Diouf, Andrew LeGrand and Naomi Takagi served on the publications committee led by Zakiyyah.

The Firm is a proud supporter of the Council for Urban Professionals (CUP), an organization whose mission is to connect, empower, and mobilize the next generation of diverse business and civic leaders. We have partnered with the organization on a number of events. Gibson Dunn Special Of Counsel Ron Kirk served as the keynote speaker at CUP's Distinguished Leadership Series event at JPMorgan Chase in New York, and at a Power Series Salon Dinner in Los Angeles. In addition, Gibson Dunn partner Andrew Cheng hosted CUP's Distinguished Leadership Series event in the Firm's Los Angeles office, and we sponsored an event introducing the organization to Los Angeles at the Creative Arts Agency.

Gibson Dunn sponsored a forum titled "From Law School to Judicial Chambers: Cultivating a Diverse Clerkship Pipeline" at the New York City Bar Association. The event addressed the obstacles that diverse law students (and diverse lawyers) face in pursuing clerkships and explored best practices aimed at increasing the number of diverse clerks. The event gathered various stakeholders (judges, former law clerks, career services professionals and bar leaders) to share their collective knowledge and propose solutions that will have an impact. Gibson Dunn's Chief Diversity Officer, Zakiyyah Salim-Williams, spearheaded the effort.

The Firm hosted two recent high school graduate interns from Prep for Prep, a leadership development and gifted education program. Prep for Prep identifies New York City's most promising students of color and places them at independent and boarding schools throughout the Northeast.

Gibson Dunn hosted a panel discussion in Harlem at Brotherhood/Sister Sol, one of our diversity community

partners, and discussed issues impacting youth in New York City. Gibson Dunn partner Rashida La Lande serves on the Board of the organization.

Gibson Dunn hosted high school students from Legal Outreach, an organization dedicated to advancing youth in higher education. The students work with paralegals, associates and partners on projects ranging from drafting memoranda to negotiating settlements on behalf of fictional clients. The Firm perennially ranks as providing one of the most exciting programs of their summer experience. Gibson Dunn associate Matt Gibbons is highly involved in this effort.

Gibson Dunn hosted the Girl Up Campaign, a United Nations Foundation partner program, in the Los Angeles office. The Girl Up Teen Advisor weekend provided advocacy training and featured inspirational speakers. Gibson Dunn associate Abbey Hudson's presentation, "Empowered Women Empower Women: Finding Your Voice for Change," included an interactive activity on privilege, Abbey sharing her powerful personal journey, her work on the Prop 8 case, as well as her ongoing matters related to the recent immigration ban. We were proud to not only host Girl UP but also provide three speakers for the event.

We hosted a group of 20 college students from LatinoJustice's LAWbound, a pipeline program committed to increasing Latinos in the legal profession. Associates Manny Lorenzo and Joe Ortega participated on a panel discussion.

Associate Alison Watkins organized a day-long program for student participants in the Silicon Valley Urban Debate League (SVUDL). SVUDL is an organization that the Firm supports as part of our community outreach and partnership efforts with client Hewlett Packard Enterprise.

Just the Beginning – A Pipeline Organization (JTB) that offers free educational pipeline programming for students in middle school, high school, college, and law school with a mission to increase the diversity in the legal profession. The Summer Legal Institute (SLI) provides high school students with exposure to legal careers, the opportunity to build legal and professional skills, and connections with judges, lawyers, and other leaders in the legal profession. Amanda Huynh, the Firm's Diversity Manager, presented on Media Literacy and Social Media to the Los Angeles (SLI) program participants.



DIVERSITY SPONSORSHIPS

Gibson Dunn is committed not only to working to improve diversity in our offices, but we are also committed to joining the legal community in its efforts to improve diversity in the profession and advance our communities. The Firm donates thousands of attorney hours and dollars to several different diversity organizations and bar associations around the country. Below are examples of our sponsorships by affinity group.

African American Affinity Group

1844
Association of Black Women Attorneys in New York
Black Women Lawyers of Los Angeles
Brotherhood/ Sister Sol
Metropolitan Black Bar Association
National Bar Association
National Museum of African American History and Culture (NMAAHC)

Asian American Affinity Group

Asia Society
Asian American Arts Alliance
Asian American Bar Association of District of Columbia
Asian American Bar Association of New York
Asian American Bar Association of Silicon Valley
Asian American Bar Association of the Greater Bay Area
Asian American Legal Defense and Education Fund
Asian Educational Fund
Asian Law Caucus
Asian Pacific American Women Lawyers Alliance
Committee of 100
Filipino Bar Association
International Association of Korean Lawyers
Korean American Bar Association of Los Angeles
Korean American Lawyers Association of Greater New York
National Asian Pacific American Bar Association
National Queer Asian Pacific Islander Alliance
South Asian Bar Association of Los Angeles
South Asian Bar Association of New York
South Asian Bar Association of North America
South Asian Bar Association of the Bay Area

Latino/a American Affinity Group

Dallas Hispanic Law Foundation
Dominican Bar Association
Hispanic National Bar Association
Latin American Youth Center
LatinoJustice
Mexican American Bar Foundation
Salvadoran American Leadership and Education

LGBT Affinity Group

ACLU and NYCLU LGBT & AIDS Project
Bay Area Lawyers for Individual Freedom (BALIF) Empire
Equality California
Gay, Lesbian & Straight Education Network
Human Rights Campaign (HRC)
Lambda Legal
Lesbians Who Tech San Francisco Summit
Los Angeles LGBT Center
LGBT Bar Association of Greater New York (LeGAL)
LGBT Bar Association of Washington, D.C.
Los Angeles LGBT Center
National LGBT Bar Association
New Conservatory Theater Center
NY and LA AIDS Walk
Out in Law
Pride Law Fund
State Pride Agenda
Trans Chorus of Los Angeles
Transgender Legal Defense & Education Fund



DIVERSITY SPONSORSHIPS

National Sponsorships

American Muslim Association of Lawyers
California Minority Counsel Program
Council of Urban Professionals
Leadership Council for Legal Diversity
Minority Corporate Counsel Association
Muslim Bar Association of New York
NYC Bar Association, Office of Diversity
Texas Minority Counsel

Pipeline Programs

California State Bar Association's Pathway to Law School Initiative
Columbia University Leadership in Law
Girls Who Code
Judicial Intern Opportunity Program
Just the Beginning - A Pipeline Organization
Latino Justice Lawbound Program
Legal Outreach
Prep for Prep

THANK YOU

FOR ALL OF YOUR SUPPORT