



CADWALADER
CENTER FOR
DIVERSITY & INCLUSION



Diversity @Cadwalader



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A Message from Our Managing Partner

Diversity @Cadwalader



Cadwalader has a determined and ongoing commitment to achieve a diverse and inclusive work environment and, under the auspices of the Cadwalader Center for Diversity and Inclusion, has developed a framework of ever-evolving initiatives to make consistent and meaningful progress toward our goals. We believe – and our clients universally agree – that a firm with lawyers of diverse backgrounds and diverse viewpoints produces the best work. That is why diversity, equity and inclusion are organizational imperatives at all levels of the firm and in every aspect of our business and culture.

This past year presented us with opportunities to envision – and implement – exciting new programs to reinforce this commitment. As covered in these pages, we launched a new scholarship to honor the legacy of our firm’s first woman partner, hosted our 2021 Diverse Lawyers Retreat and launched a Supplier Diversity Program. In addition, we continued to see the positive impact and important results from our well-established Cadwalader Affinity Networks, diversity talent management programs and year-round special events to spotlight a wide range of timely DEI topics and themes.

While such programs and initiatives are always a work-in-progress, our core belief remains unchanged – that our continued strength as a firm will be found in ensuring that we attract, retain and nurture the very best talent from a truly diverse representation of backgrounds.

Patrick T. Quinn

Managing Partner

Chair, Global Diversity Committee



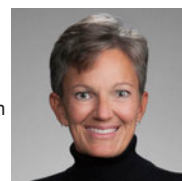
Our Global Diversity Committee



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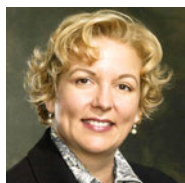
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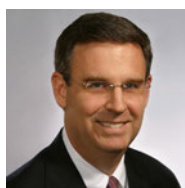
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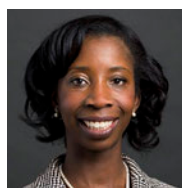
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Diversity Spotlight

Catherine Noyes Lee

2L Diversity Scholarship



Women who [#makehistory](#) leave a lasting legacy.

That's certainly true at Cadwalader, where Catherine Noyes Lee was elected our first woman partner nearly 80 years ago, while also becoming the first woman partner of a major Wall Street firm. Catherine pursued bold change not only to fulfill her own career aspirations, but also to support those of her contemporaries and future generations of girls and women.

In 2021, Cadwalader was pleased to announce the Catherine Noyes Lee 2L Diversity Scholarship. The scholarship was created to honor and build on Catherine's legacy, and to acknowledge the vast collective of voices who have more recently called for – and demanded – bold change for greater equity and social justice.

Please visit diversityscholarship.cadwalader.com for additional information.



Cadwalader Affinity Networks

- Asian Pacific American Attorney Resource Group
- Black & Latino Association
- LGBTQ Network
- Veterans Network
- Women's Leadership Initiative
- Parents @Cadwalader Affinity Network

Asian Pacific American Attorney Resource Group

ASIAN PACIFIC
AMERICAN
HERITAGE MONTH

WEBINAR

The Anti-Asian Hate Crime Bill: Understanding the Past and Activating in the Present

May 18 | 6:00 PM



Phil Tajitsu Nash

CADWALADER

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New York Chinese Cultural Center Virtual Performance

May 24 | 5:00 PM

Professor Phil Tajitsu Nash joins Cadwalader for Asian Pacific American Heritage Month.

Click [here](#) to watch the video.

CAPAA celebrates Asian Pacific American Heritage Month with a virtual performance with the New York Chinese Cultural Center.

Cadwalader's Asian Pacific American Attorney Resource Group (CAPAA) strives to:

- Promote the professional development of Asian Pacific American attorneys at the firm.
- Serve as an incubator and resource for ideas to further the firm's diversity and inclusion goals.
- Provide a forum for members to discuss and share information regarding issues that are important to the Asian Pacific American legal community and the Asian Pacific American community at large.



“

CAPAA provides the opportunity for attorneys to build connections from Day 1. The network provides a comfortable space to discuss topical matters and to share traditions, ideas and laughs.

Fiona Cheng, Associate



“

CAPAA has always been a space where I've felt supported as an attorney in the way it continues to be a place for members of all backgrounds to be authentically themselves and engage with each other professionally and personally.

Eden Sung, Associate

Black & Latino Association

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**Talkback Discussion with
the Production Team of
the HISTORY Channel's
Documentary Tuskegee
Airmen: Legacy of Courage**

February 22 | 5:00 PM

Kirk Fraser, Executive Producer/Director, and Bryna Jean-Marie, Co-Producer, of the History Channel's documentary, *Tuskegee Airmen: Legacy of Courage*, join Cadwalader for Black History Month.

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WEBINAR

**A Discussion of Racial
Subordination in Latin
America and Its Influence in
the USA**

October 7 | 5:00 PM



**Tanya K
Hernández**

Cadwalader celebrates Hispanic Heritage Month with Professor Tanya Hernández, Archibald R. Murray Professor of Law, Fordham Law School.

Click [here](#) to watch the video.

Cadwalader's Black & Latino Association (CBLA) strives to:

- Promote the mentorship, leadership, advocacy, and professional and personal development of Black and Latino attorneys.
- Pursue business development opportunities through engagement with similar client affinity groups.
- Enhance the firm's ability to attract, develop, and retain Black and Latino law students and attorneys and raise awareness of legal and social issues affecting our communities.



CBLA has positively impacted my professional development at Cadwalader through its countless opportunities to connect with other attorneys and stakeholders at the firm while also providing me with personal satisfaction and fulfillment through its fellowship and support network. The CBLA community is one of a kind, and I encourage Black and Latin attorneys and allies alike to get involved.

Cassandra Best, Special Counsel



CBLA has undoubtedly contributed to my development at Cadwalader by connecting me to valuable resources and a supportive community. CBLA is a constant support system and champion for me, giving me the confidence and tools I need to be a successful attorney. I am extremely grateful to be a part of a group where you will learn, grow and be heard.

Monica Lindsay, Associate

LGBTQ Network

Pride 2021: He/Him/Swim

**A Conversation With Schuyler Bailar,
The First NCAA Men's Division 1
Transgender Athlete**



Sydney Claire Photography @sydneyclairephotography

June 10 | 5:30 PM | Webinar

Civil Rights @Cadwalader

Schuyler Bailar, First NCAA Men's Division 1 Transgender Athlete, joins Cadwalader for Pride Month.

Click [here](#) to watch the video.

Cadwalader's LGBTQ Network (CLN) strives to:

- Develop, build and foster a sense of community among LGBTQ attorneys at the firm.
- Promote a non-discriminatory and diverse environment at the firm and support the discussion of current LGBTQ issues.
- Increase the firm's pro bono work related to LGBTQ issues.



CLN provides a ready-made network of lawyers and other professionals invested in your success from the moment you join. It also provides a platform for diverse associates (even at the most junior levels) to be exposed to firm leadership and attorneys in other practice areas via recruiting efforts, training programs and other networking events. On a personal level, I feel incredibly grateful to be a part of a firm that not only accepts but celebrates the LGBTQ community.

Jared Stanisci, Partner


Veterans Network

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WEBINAR

**Service in Combat, Service for the Community:
A Conversation with
Former Congressman
Max Rose**

November 9 | 5:00 PM



Max Rose

In honor of Veterans Day, Max Rose, former Congressman and distinguished Veteran, joins Cadwalader for a conversation on his service in combat and in the community.



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LAWWISE

Cadwalader's Joshua Martinez and Douglas Chiu are joined by LTC Michael Evans of JPMorgan Chase and LTC Raul Sanchez of Morgan Stanley to host a special Veterans Day podcast episode.

Cadwalader's Veterans Network (CVN) strives to:

- Promote the leadership and professional development of Veteran attorneys at the firm.
- Identify and recruit Veteran candidates from top-tier law schools with armed forces/military student associations.
- Build and foster a sense of community among attorneys at the firm, our partner organizations, and our clients interested in supporting military Veterans both internally and externally.



At its core, Cadwalader's Veterans Network is a group of friends that support each other. Having that support system has helped me balance my careers in both the Army Reserve and at Cadwalader. It is great to have a group of people that instantly understand your shared experiences and are there for you when you need it."

Robert Duncan, Associate

Women's Leadership Initiative

CADWALADER

Women's Leadership Initiative

Presents

Girls in Finance

October 28, 2021

Our **WLI** welcomes
you to today's event



Virtual Moderation by:



Kathryn Borgeson
Special Counsel



Sara Bussiere
Associate

Our Women's Leadership Initiative partners with firm clients to virtually host its annual "Girls in Finance" Workshop, an introductory finance workshop for high school girls.

The Women's Leadership Initiative (WLI) strives to:

- Enrich Cadwalader's culture and competitive strengths by promoting diversity, inclusion and fair meritocracy for women within the firm.
- Unlock the full potential of women practicing in the firm, invest in their professional development and acknowledge their contributions.
- Encourage the mentoring, networking, recruiting, promotion, sponsorship, training and career planning of women attorneys.



The WLI has not only provided me with a supportive network of attorneys outside of my practice group, but it has also granted me with opportunities to lead and to contribute to the future of the Firm. I love that the WLI helps to advance women to leadership roles at the firm.

Katie McShane, Special Counsel



Parents @Cadwalader Affinity Network



Ama Karikari-Yawson, Esq., founder of Milestones Publishing and Education Consulting and the author of *The Talk: A Black Family's Conversation about Racism and Police Brutality* and *Sunne's Gift: How Sunne Overcame Bullying to Reclaim the Gift*.

The Parents @Cadwalader Affinity Network (PACAN) supports firm employees who are parents by sharing resources, discussing firm benefits and providing tips and tools to other parents.

Diversity Talent Management Programs



2ND YEAR

CWT Basic Training is a career development program designed for diverse attorneys in their second year of practicing law at Cadwalader. Sponsored by the Taskforce of the Advancement of Women, the goal is to provide guidance and career tips on how to be a successful attorney at the firm. The five-week program covers a range of topics through interactive projects and workshops, including: How to be an Indispensable Associate; Making a Name for Yourself; Communications 101; and Dealing with Difficult People.



4TH YEAR

Business Development Boot Camp is a five-part series that provides business development skills for mid-level women at the firm. Sponsored by the Taskforce for the Advancement of Women, BD Bootcamp includes modules, led by coaches, on networking and pitching. The program culminates with a mock pitch, allowing participants to practice the skills they have learned throughout the course. Successful participants receive a Cadwalader Center for Career Advancement Business Development 101 Certificate.



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Sponsorship Program

6TH YEAR

Base Camp is our newest talent development program for high-performing diverse associates. Base Camp focuses on leadership training and other programming to help prepare diverse associates for the next stage of their careers. Base Camp provides a bridge of programming from Basic Training and Business Development Boot Camp to the Sponsorship Program.

7TH YEAR +

The Sponsorship Program is a nomination-based initiative for high-performing diverse associates and special counsel run by the Taskforce for the Advancement of Women. Each "protégé" is assigned one or more senior partners to serve as their sponsors for at least one year. The goal of the Sponsorship Program is to ensure that our talented diverse attorneys with at least seven years of experience have the opportunity to gain the skills necessary to move up the ranks and have long-term successful careers at the firm.

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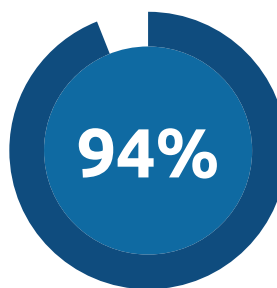
Mentoring on Steroids: How Cadwalader is Gaining on Diversity

Reuters spotlights Cadwalader's Sponsorship Program in its "Mentoring on steroids: How Cadwalader is gaining on diversity" [article](#) as a program that has successfully enhanced the recruitment, retention and promotion of women and otherwise diverse attorneys. As Reuters states, Cadwalader has created "a unique sponsorship program that's starting to noticeably change the demographics of the firm's upper ranks." When comparing the data:

From 2009 to 2012, women and diverse lawyers made up just 6% of internal promotions. The other 94% who advanced up the ranks to special counsel or partner all identified as nondiverse men.

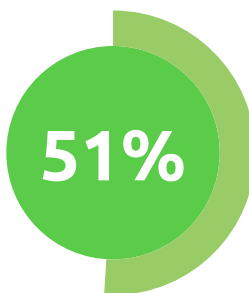


Women and diverse lawyers made up just 6% of internal promotions

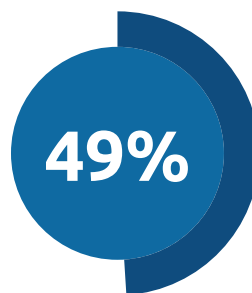


Nondiverse men made up 94% of internal promotions

Since 2016, 51% of internal partner promotions have gone to women or diverse candidates, with 14 Sponsorship Program alums elevated to partner and another 15 to special counsel.



Women and diverse lawyers have made up 51% of internal promotions



Nondiverse men have made up 49% of internal promotions

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Developing Our Leaders, Empowering Change

Diverse Lawyers Retreat

On May 21, 2021, Cadwalader hosted its Diverse Lawyers Retreat for racially diverse attorneys. Our goal was to provide racially diverse attorneys with an opportunity to meet and network with fellow diverse attorneys and firm leadership, and provide training on leadership and career development. Retreat guest speakers and topics included:



Cultivating and Maximizing Relationship Building Across Differences with Paula Edgar, Attorney and CEO of PGE Consulting Group LLC



Business Development Training with Rudhir Krishtel, Executive Coach & Facilitator



Cadwalader Alumni panel discussion with Ian Sterling, Executive Director & Assistant General Counsel, JP Morgan



Cadwalader Alumni panel discussion with Karen Yen, UBS, General Counsel of UBS Global Wealth Management





SUPPLIER DIVERSITY PROGRAM

Cadwalader engages numerous businesses globally and has developed a Supplier Diversity Program to further demonstrate our value of diversity, equity and inclusion. We are committed to engaging with diverse businesses and seek to partner with minority, women, disabled, veteran and LGBTQ+ owned businesses in our strategic sourcing and procurement process.

To learn more about Cadwalader's Supplier Diversity Program or register as a prospective Cadwalader vendor, please visit our [supplier diversity webpage](#).



Civil Rights @Cadwalader

Our Civil Rights Series provides conversation and education around the civil rights issues of our time. In 2021, we were fortunate to host programs on executive powers and the electoral college, LGBTQ Rights, and the rise of hate crimes in the U.S.

Learn more about our Civil Rights Series at www.cadwalader.com/about/diversity/civil-rights-series.

2021 Civil Rights Series Programs

Click on the individual images below to view the programs.

In the Room Where It Happened

A scholarly discussion of the Constitution:
Executive Powers, the Electoral College and more



Saikrishna Prakash

James Monroe Distinguished Professor of Law, University of Virginia School of Law and Author of "The Living Presidency: An Originalist Argument Against Its Ever-Expanding Powers"

March 3 | 5:00 PM | Webinar

Pride 2021: He/Him/Swim

A Conversation With Schuyler Bailar,
The First NCAA Men's
Division 1 Transgender Athlete



June 10 | 5:30 PM | Webinar

Stopping the Hate: Can We Unite Our States?

Amy Feinman

*Northeast Area Civil
Rights Counsel
Anti-Defamation League*

Christopher Magyarics

*Senior Investigative Researcher
and Training Coordinator
Anti-Defamation League's
Center on Extremism*



October 12 | 5:00 PM | Webinar

Programs and Events



CADWALADER CELEBRATES **JUNETEENTH**



Cadwalader celebrates Juneteenth with Black History tours in New York, Washington D.C., and Charlotte.

In 2021, our Affinity Networks hosted a number of events, including a Women's History Month Trivia event for kids; a clean-up of a community urban agricultural space; a Veterans Day movie screening; an affinity network networking event; a holiday toy drive; and a clothing drive.

