

# 2022

## Office for Diversity & Inclusion Sponsorship Guide



### SPONSORSHIP LEVELS

Title, Premier, Leadership,  
and Partner

### OVERVIEW OF BENEFITS

Events, Professional Development,  
Diversity Pipeline Initiatives, and more

**NEW YORK  
CITY BAR**  
DIVERSITY



## Our Work

Together, with more than 160 signatory law firms and corporate legal departments, the New York City Bar Association's Office for Diversity and Inclusion (the Office) works to create a legal profession that represents the diverse country we live in. Our work starts with a pipeline to the profession— we assist underrepresented high school, college, and law students in preparing for a career in law. Then, we support lawyers across all levels of the industry, through our committee work, leadership training, speaking opportunities, and events that build community.

## Now Is The Time: Join Us

Law firm and corporate sponsorships are vital to sustaining and expanding our work. Join us in building a more equitable legal profession by sponsoring the Office at the Title, Premier, Leadership, or Partner level. Below is a snapshot of the meaningful impact of your partnership:

**91**

**diverse mid-level & senior associates trained in the 2020 Associate Leadership Institute**

**161**

**law firm and corporate signatories supported through exclusive events & networking opportunities**

**484**

**students served through the 2020 LSAT Prep & Law School Conference**

# Sponsorship Benefits

\*STARRED = NEW BENEFIT

	<b>TITLE</b> \$25,000	<b>PREMIER</b> \$15,000	<b>LEADERSHIP</b> \$10,000	<b>PARTNER</b> \$5,000
<b>EVENTS</b>				
<b>Annual Diversity &amp; Inclusion Celebration Dinner</b>	Table (10 Seats) + Surprise Guest	8 seats	5 seats	2 seats
<b>Annual Diversity &amp; Inclusion Conference</b>	✓	✓	✓	✓
<b>Admission to select Office for Diversity &amp; Inclusion events</b>	✓	✓	✓	✓
<b>New Diverse Associates Reception</b>	✓	✓	✓	✓
<b>Ad Space in Annual Diversity &amp; Inclusion Celebration Dinner Journal</b>	Full Page	Half Page	Quarter Page	
<b>General Counsel Forum</b>	10 seats	8 seats	5 seats	
<b>PROFESSIONAL DEVELOPMENT</b>				
<b>2022 Associate Leadership Institute</b>	8 Fellows	5 Fellows	2 Fellows	20% Registration Discount
<b>*2022 Associate Leadership Institute LITE (1-3 Years)</b>	12 Fellows	8 Fellows	5 Fellows	20% Registration Discount
<b>*Admission to ODI Diversity Directors Conference</b>	✓	✓	✓	✓
<b>One-time admission fee (equivalent of 1 year dues) waived for new City Bar members</b>	20 Members	10 Members	5 Members	
<b>DIVERSITY PIPELINE INITIATIVES</b>				
<b>Support public high school students in public interest/government in the Thurgood Marshall Summer Law Internship Program</b>	✓	✓	✓	
<b>*Support students who are entering law school in The Initiative, a college pipeline program</b>	✓	✓	✓	
<b>EXCLUSIVE BENEFITS</b>				
<b>*In-House Counsel and Diverse Partners Luncheon</b>	✓	✓		
<b>Private Dinner with General Counsel &amp; New (0-5 years) Diverse Partners</b>	✓			

Looking for something not listed here? We can work with you to create a custom sponsorship. Please contact James A. Lewis at [jlewis@nycbar.org](mailto:jlewis@nycbar.org).

# Associate Leadership Institute

*Signature Program for Diverse Associates*

**“...It has been all the more rewarding for those discussions to have been led by lawyers who not only look like me, but who are thriving in their careers and are indeed leaders in our profession.”**

**– 2020 ALI FELLOW**



## Overview

The Associate Leadership Institute (ALI) was established in 2017 in direct response to the City Bar’s quantitative and qualitative research, which identified several skills imperative to a law firm associate’s career progression. Through intensive training modules, keynote speakers, and networking opportunities, mid-level and senior associates are trained in business development, executive presence, leadership, and management skills. Further, Fellows gain insight on leveraging mentor and sponsor relationships, and building communication skills. Learn more at [nycbar.org/ALI](https://nycbar.org/ALI).

## Registration

Make sure your associates benefit from this award-winning program by becoming a **Title**, **Premier**, or **Leadership** sponsor. The cost of registration for non-sponsoring firms is \$3,000 per associate, and Partner sponsors receive a discount on tuition. Nominations open annually in November. Nominations for the Associate Leadership Institute LITE, for junior associates, will open on March 1, 2021. Learn more about ALI LITE on page 6.

**SINCE 2017, 19 ALI FELLOWS HAVE BEEN PROMOTED TO PARTNER AND 14 TO OF COUNSEL, AT THESE FIRMS AND MORE:**

Akin Gump Strauss Hauer & Feld LLP • Clifford Chance LLP • Cravath, Swaine & Moore LLP • Davis Polk & Wardwell LLP • Debevoise & Plimpton LLP • Kramer Levin LLP • Milbank LLP • Pillsbury Winthrop Shaw Pittman LLP • Reed Smith LLP • Sidley Austin LLP • Skadden, Arps, Meagher & Flom LLP • Sullivan & Cromwell LLP • Weil, Gotshal & Manges LLP

**CONTACT THE OFFICE FOR DIVERSITY & INCLUSION**

[diversity@nycbar.org](mailto:diversity@nycbar.org)

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# Diversity Pipeline Initiatives

**HIGH SCHOOL**

## Thurgood Marshall Summer Law Internship Program

As part of the City Bar’s continual efforts to strengthen the pipeline to the profession, the Thurgood Marshall Summer Law Internship Program places diverse New York City public high school students with legal employers for the summer and provides them with professional development training. Employers for the 2020 program include Bloomberg L.P.; Latham & Watkins LLP; Skadden, Arps, Slate, Meagher & Flom, LLP; and many others.

## Thurgood Marshall Professional Development Series

The Thurgood Marshall Professional Development Series is designed to introduce diverse New York City public high school students to the legal profession. Held throughout the year, this program consists of expert presentations and panels on topics such as professionalism, networking, and interviewing. Students and volunteer attorneys then break out into networking sessions. Several of the workshops have included speakers from Bessemer Trust; Cadwalader, Wickersham & Taft LLP; and Simpson Thacher & Bartlett LLP.

**COLLEGE**

## LSAT Prep & Law School Conference

This comprehensive, one-day conference for college students and recent graduates provides information on everything from the LSAT through the first year of law school. The program includes LSAT prep classes by leading providers, as well as panels with admissions representatives and law students from regional law schools. The conference culminates with a Networking and Admissions Fair.

## Launching Your Career Professional Development Series

Launching Your Career trains undergraduate students and recent graduates in resume skills, interview skills, office etiquette, and other topics essential to preparing for a legal career. Past participating businesses include Cooley LLP, Jenner & Block LLP, Milbank LLP, and the United States District Court for the Southern District of New York, to name a few.

## The Initiative

The Initiative is a comprehensive pipeline program for CUNY undergraduate students in their final year of college. This program will provide students with LSAT and law school application preparation, mentorship opportunities with diverse legal professionals, paid internships in a range of legal settings, and year-round academic and professional development programming.



# Sponsorship Benefits Overview

## EVENTS

### Annual Diversity & Inclusion Celebration Dinner

Since 2006, the City Bar has presented the Diversity Champion Award to honor individuals whose actions and activities embody the Statement of Diversity Principles. The award recognizes the critical role individuals have played in initiating and sustaining change in their organizations and in the overall New York legal community. Title, Premier, and Leadership sponsors receive ad space in the evening’s dinner journal to showcase their efforts in the diversity and inclusion landscape.

### Annual Diversity & Inclusion Conference

The Diversity Cluster Committees in partnership with the Office create programs that focus on equity, diversity, and inclusion. Programs have included a wide array of topics from Creating Inclusive Workplaces for Women of Color to Transgender/Non-Binary Allyship. We are committed to engaging participants on the strategies that interrupt implicit bias, which makes the profession more inclusive and just.

### Select Office for Diversity & Inclusion Events

The Office hosts special events throughout the year to educate the public on diversity-related topics and to highlight the historical and professional contributions of various legal figures and communities. Join the Office for events centered on National Hispanic Heritage Month, Black History Month, Women’s History Month, and more.

### New Diverse Associates Reception

New diverse associates will network at a reception facilitated by the Office for Diversity & Inclusion.

### General Counsel Forum

The Office will convene in-house attorneys from leading corporate legal departments, offering sponsoring law firms the opportunity to hear about pressing legal issues and trending topics, followed by networking.



# Sponsorship Benefits Overview

(Continued)

## PROFESSIONAL DEVELOPMENT

### **2022 Associate Leadership Institute LITE**

The Office is bringing its signature professional development program to associates starting out in their careers (1-3 years). Similar to the Associate Leadership Institute (ALI), ALI LITE will focus on developing skills imperative to career progression such as business development, leadership, and management skills, and learn about mentorship and sponsorship. The cost for non-sponsoring firms is \$1,000 per associate.

### **Office for Diversity & Inclusion Diversity Directors Conference**

The Office will convene diversity directors from law firms across New York City for a forward-thinking conference on advancing diversity and inclusion. Attendees will gain insights and learn best practices that can be applied at their firms.

### **One-time Admission Fee Waived for New City Bar Members**

Title, Premier, and Leadership Sponsors will have the admission fee, equivalent to one year of membership dues, waived for new members (amount dependent on sponsorship level). Take advantage of this special offer to advance professional goals, fulfill personal interests and serve the public good by joining a strong network of over 24,000 attorneys who call the New York City Bar their professional home.

## EXCLUSIVE BENEFITS: TITLE SPONSORS

### **In-House Counsel and Diverse Partners Luncheon**

Diverse partners from law firms at the Title Sponsor level will attend a luncheon featuring a brief panel followed by networking.

### **Private Dinner with General Counsel & New Diverse Partners**

Each Title Sponsor will enjoy a private dinner with a general counsel and the newest (0-5 years) diverse partners at their law firm.



# New York City Bar Association Diversity Committees

## **Diversity, Equity and Inclusion Committee**

Made up of representatives from the City Bar's signatory law firms and companies as well as leading thinkers on diversity and inclusion issues. The Committee liaises with the Office to provide thought leadership and support for our signatories, and serves as a parent committee to the Diversity Cluster Committees.

## **Diversity Pipeline Initiatives**

Provides high school, college, and law students with support for law school, exposure to various legal careers, professional and substantive skill development, and networking and mentoring opportunities.

## **Disability Law**

Addresses issues including employment; housing; barrier-free design and construction; public accommodations; education; health care; transportation; activities of state, local and federal governments; and benefit systems.

## **Lesbian, Gay, Bisexual, Transgender, and Queer Rights**

Addresses legal and policy issues as well as employment rules and procedures in legal institutions and in the court system affecting lesbians, gay men, bisexuals, and transgender individuals.

## **Minorities in the Courts**

Focuses on the treatment of litigants, lawyers, and court personnel of color in New York's state and federal courts, and addresses topics to assist the development of minority lawyers and court personnel as well as the experiences of litigants within the court systems in New York State.

## **Minorities in the Profession**

Addresses issues of concern to lawyers of color in New York, and provides networking opportunities for minority lawyers.

## **Recruitment and Retention of Lawyers**

Addresses issues and policies concerning law firm and legal department recruitment and retention, primarily through the Association's Diversity Fellowship Program, which matches first-year law students from underrepresented populations with legal employers for summer employment.

## **Women in the Legal Profession**

Focuses on the advancement of women in the legal profession, and addresses issues faced by women in law offices, corporate law departments, the public sector, and other legal settings.



## In Their Words

“The (ALI) alumni network is an invaluable resource that you can access throughout your career for volunteer opportunities and for career advice.”

ASSOCIATE LEADERSHIP INSTITUTE

“I accepted an offer from [a law firm] last week. As I’m taking some time to reflect on the past year, I can say with certainty that this would have not been possible without the help of the Fellowship in getting my foot in the door. Once again, I’m so incredibly grateful for this opportunity - thank you.”

1L DIVERSITY FELLOWSHIP PROGRAM

“I am sincerely honored to have been selected as the recipient of the C. Bainbridge Smith Scholarship Award. Thank you for your generosity, which has allowed me to continue my educational endeavors during such uncertain times.”

C. BAINBRIDGE SMITH SCHOLARSHIP

“This is my second time attending this event (came a few years ago when I was fresh out of college). Finally taking the plunge and applying to schools for fall admission. Happy to connect with admissions reps from a few of the schools I applied to. Even secured a fee waiver for one! Thanks for a great event.”

LSAT PREP AND LAW SCHOOL CONFERENCE



**“It’s a great program that helps folks like me - I’m the first high school graduate, first college graduate, and the first person to even begin to conceptualize going into the legal field. Programs like this are imperative.”**

LAUNCHING YOUR CAREER

# Thank You to Our 2018–2021 Sponsors

## Law Firms

Akin Gump Strauss Hauer & Feld LLP  
Allen & Overy LLP  
Alston & Bird LLP  
Arnold & Porter Kaye Scholer LLP  
Baker Hostetler LLP  
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Shearman & Sterling LLP  
Sheppard Mullin  
Sidley Austin LLP  
Simpson Thacher & Bartlett LLP  
Skadden, Arps, Slate, Meagher & Flom LLP  
Stroock & Stroock & Lavan LLP  
Sullivan & Cromwell LLP  
Wachtell, Lipton, Rosen and Katz  
Weil Gotshal & Manges LLP  
White & Case LLP  
WilmerHale  
Winston & Strawn LLP

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Goldman Sachs & Co. LLC  
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