



**DEI** | DIVERSITY  
EQUITY &  
INCLUSION

# NEWSLETTER

## APRIL 2023 | INSIDE THIS ISSUE

- **ATTORNEY SPOTLIGHT:** LAURA LEE, ASSOCIATE, BOSTON
- **STAFF SPOTLIGHT:** NANCY NEWMAN, SENIOR BUSINESS DEVELOPMENT COACH, LA
- **2023 LCLD PATHFINDER AND FELLOW**
- **EVENTS:** WORK KICK-OFF EVENT, BLACK HISTORY MONTH & MORE!
- **AWARDS AND RECOGNITIONS**

## OUR COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

Robins Kaplan is committed to attracting, retaining, and advancing top diverse talent who will help drive innovation and success. Diverse teams are more creative, nimble, and generate stronger results. Through our efforts, we leverage the power of our collective diversity. By doing so, we redefine and expand the possibilities of success for our clients and ourselves.



## ATTORNEY DIVERSITY SPOTLIGHT: **LAURA LEE**

### **What is one fun fact about you?**

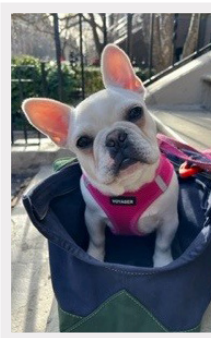
I passed the bar before I graduated law school!

### **What inspires you?**

I am driven and a self-starter. I am inspired by the challenges that I take on and the goals that I set. That said, I love an “against all odds” story. Interviews of people that defy the odds, that do not take “no” for an answer, and who keep going no matter what to pursue a goal in the face of adversity always gets my attention.

### **Why is diversity, equity and inclusion important to you?**

Results and achieving excellence are important to me. Excellence can only be achieved when different perspectives and experiences are represented and valued on teams and in decision-making. For that reason, diversity, equity, and inclusion are important to me. There is something powerful about a variety of voices that spark ideas to achieve goals and overcome obstacles in managing a business or a case. It is magic.



### **What are you looking forward to most in 2023?**

I look forward to more experiences both professionally and personally. Professionally, I look forward to continuing to develop my trade by drafting motions and briefs and participating in depositions and trials. Personally, I look forward to spending time with my family and our 5-month-old puppy, Garbo. I can hardly wait to watch her experience summer in Boston and Vermont for the first time. She is already the toast of the town.



## STAFF DIVERSITY SPOTLIGHT: **NANCY NEWMAN**

### **What is one fun fact about you?**

I've performed stand-up comedy at The Improv, The Comedy Store, and The Ice House.

### **What inspires you?**

I love to mentor young people who are at a crossroads with their education or career. I get inspired by their energy and "I've got this" attitude. Their resilience and confidence make me optimistic about the future. I was fortunate to have amazing role models who lifted me up, pointed me in the right direction, opened doors, and made key introductions. It's my turn to pay it forward.

### **Why is diversity, equity and inclusion important to you?**

It's a way to honor my ancestors. My father was born in Mexico. When he came to this country, he had very little but had a big desire to achieve the American dream. He worked his way up to the presidency of an aerospace company at a time when "DEI" and "balanced workforce" were not commonplace. My maternal grandparents were Jewish Eastern Europeans who came here through Ellis Island.

I remember asking my grandfather if he thought about returning to visit his homeland, and he emphatically replied, "No! Why would I leave the best country in the world?" Years later, I visited my grandfather's birthplace and met my big Hungarian family. The funny thing is that I noticed many similarities with my Mexican family - deep family values, and a love of traditional food and music!

### **What are you looking forward to most in 2023?**

I am working on a business development training and coaching program for a select group of underrepresented attorneys at the firm. The program is an opportunity for attorneys to share best practices, such as joining an affinity group, in a safe and supportive environment. The attorneys get to develop a personalized and practical BD plan as well as learn techniques to reach out to people in ways that are welcoming, natural, and respectful. Personally, I look forward to spending time at our vacation home in Kansas - wide-open spaces and no traffic!

# 2023 LCLD



**EMILY TREMBLAY** has been accepted into the 2023 Leadership Council on Legal Diversity (LCLD) Fellows Program. The Fellows Program connects high-potential, diverse attorneys from LCLD member organizations for a year-long professional development program focused on leadership and relationship building. The program provides participants with the opportunity to learn from top leaders in the legal profession as well as experts in the fields of learning, development, and executive coaching. The 2023 program will consist of events developed exclusively for Fellows.

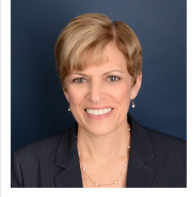
**WALEED ABBASI** has been accepted into the 2023 LCLD Pathfinder Program. The Pathfinder Program is designed for diverse, high-potential, early-career attorneys at LCLD member organizations. The goal of this program is to provide Pathfinders with practical tools for developing and leveraging internal professional networks through relationship-building skills, foundational leadership skills, and understanding of career development strategies applicable to both in-house and law firm practice.



## EVENT HIGHLIGHTS

### WoRK Kick-Off Event

The Women of Robins Kaplan (WoRK) Resource Group met and celebrated the 2023 new year with a Winter WoRK virtual social. Pam Berman and Caroline Moos facilitated discussion questions to engage WoRK members in conversation while enjoying treats from [Sugarbird](#), a woman-owned pastry and tea business. Thank you to Pam, Caroline, and the entire WoRK Resource Group, for a great social event to kick off the new year!



PAM BERMAN



CAROLINE MOOS

### Black History Month Trivia

The Black Firm Members Group hosted and led a trivia event across offices to commemorate Black History Month. Each participating office catered food from a Black owned business while learning new facts about Black History. Thank you to Eric Sem, Mellissa Clarke, Brandon Vaughn, and the entire Black Firm Members Group for hosting such an impactful and fun event!





## GLEANNING AUTHENTICITY

### Featuring Ellie Krug

In recognition of International Transgender Day of Visibility, the firm hosted [Ellie Krug](#) who spoke to firm members about her experience working in the legal profession, and how to greater appreciate the many individuals with diverse identities that we interact with daily. Ellie gave insight to our firm members about the personal challenges that came with dramatically shifting life course to womanhood and the rewards of finding one's true authentic self. Thank you to Ellie for sharing her story, and to the LGBTQ+ Resource Group for sponsoring the important event!

## LOOKING AHEAD

### IMPOSTER NO MORE!

#### CONFIDENT COMMUNICATION IN BUSINESS DEVELOPMENT

In collaboration with the **Women of Robins Kaplan (WoRK) Resource Group**, Senior Business Development Coach Nancy Newman organized a special business development training program for our WoRK members. In this program, Judith Gordon, Founder & CEO of [LeaderEsQ](#), will highlight best practices, mindsets and methods to establish rapport, build loyal client and referral relationships, and make business development an integral part of your practice and lifestyle.

# BD TRAINING

**VIRTUAL EVENT: THURSDAY, APRIL 27, 2023**

10:00-11:15 A.M. PT | 12:00-1:15 P.M. CT | 1:00-2:15 P.M. ET

**BUSINESS DEVELOPMENT TRAINING PROGRAM**

## WE'RE HIRING!

Robins Kaplan is looking to hire a Diversity, Equity, and Inclusion Professional. If you know someone who would fit the qualifications of the position, and has a strong commitment to diversity, equity, and inclusion, please see the job description [HERE](#).

# DEI

DIVERSITY  
EQUITY &  
INCLUSION

# AWARDS & RECOGNITIONS



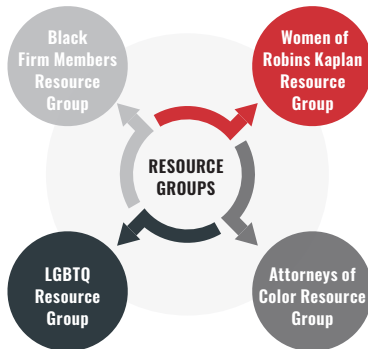
Congratulations to **BRANDON VAUGHN** for being named to the *Minneapolis/St. Paul Business Journal's* Black Leaders List. This list honors local leaders who are making an impact and driving growth in the Twin Cities and beyond.



Congratulations to **DAVID MARTINEZ** who was included in the *Los Angeles Business Journal's* 2023 “Leaders of Influence: Minority Attorneys” special edition publication. This list recognizes “standout minority attorneys considered to be particularly impactful on the legal scene while serving as trusted advisors in the LA region.”

## WANT TO BE A PART OF A RESOURCE GROUP AT ROBINS KAPLAN?

Or need more information about a Resource Group? Let us connect you to a Resource Group leader! Please email [DEI-Team@RobinsKaplan.com](mailto:DEI-Team@RobinsKaplan.com) if interested in joining a Resource Group(s) or need more information.



### **BLACK FIRM MEMBERS RESOURCE GROUP**

Open to those who identify as Black or African American.  
Open to staff and attorneys.

### **LGBTQ+ RESOURCE GROUP**

Open to those who identify within the LGBTQ+ community or allies to the LGBTQ+ community.  
Open to staff and attorneys.

### **WOMEN OF ROBINS KAPLAN (WORK) RESOURCE GROUP**

Open to attorneys who identify as women.

### **ATTORNEYS OF COLOR RESOURCE GROUP**

Open to attorneys of color.