Diversity for Success Seminar—

Recruiting, Retention and Rainmaking for Minority Lawyers and Law Firms

June 1-2, 2006

THE WESTIN CHICAGO RIVER NORTH

CHICAGO, ILLINOIS

Featuring a
CORPORATE
EXPO
on Friday!

Presented by DRI's
Diversity
Committee

Who Should Attend

- Minority attorneys
- Law firm leaders and professionals involved in hiring, diversity, marketing and professional development
- Corporate counsel seeking to diversify outside counsel panels
- Diversity consultants



Experse SUPEORT networking ADVANETAGE







Don't miss this innovative seminar for minority attorneys and law firm leaders, which is designed to improve marketing skills and increase law firm success in the recruitment and retention of minority attorneys. Learn techniques from award-winning law firms, top minority rainmakers and successful diversity consultants to develop meaningful diversity programs and attract and retain new business. This is also a unique opportunity for minority lawyers and their law firms to interview with corporations committed to diversifying their national outside counsel.

H. Patrick Morris

Program Chair

PAMELA W. CARTER

Program Co-Chair

CHRYS A. MARTIN

Law Institute

CHERYL E. DIAZ

Committee Chair (not pictured)

What You Will Learn

- How to establish effective minority recruiting and retention programs
- What corporations want when hiring outside counsel
- How to succeed in a law firm as a minority attorney
- How to get work from corporations and insurers as a minority attorney
- How to properly use diversity consultants
- Metrics for Success measuring law firm diversity initiatives

WEDNESDAY, MAY 31, 2006

6:00 p.m. REGISTRATION AND NETWORKING RECEPTION

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LAW FIRM PC

THURSDAY, JUNE 1, 2006

CAPPUCCINO BAR

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7:00 a.m. REGISTRATION

7:00 a.m. Continental Breakfast

Sponsored by JOHNSON&BELL Ltd

8:30 a.m. Welcome and Opening Remarks

CHRYS A. MARTIN, Bullivant Houser Bailey PC, Portland, Oregon H. PATRICK MORRIS, Johnson & Bell Ltd., Chicago, Illinois Pamela W. Carter, Baker Donelson Bearman Caldwell & Berkowitz PC, Baton Rouge, Louisiana

8:45 a.m. How Do Corporations Measure Law Firms' Success— Achieving Diversity

Hear a panel of clients discuss how Corporate America evaluates law firm diversity programs and learn about the success of corporate diversity outside counsel initiatives. Topics include:

- WBE and MBE's v. majority firms
- Strategic alliances
- Accountability metrics

N. CORNELL BOGGS III, *Coors Brewing Company*, Golden, Colorado MICHAEL DAUGHERTY, *Chubb Group of Insurance Companies*, Dallas, Texas

WILLIAM A. VON HOENE, JR., Exelon Corporation, Chicago, Illinois

TRACK ONE: LAW FIRM MANAGEMENT

(Tracks One and Two run concurrently. See page 6 for Track Two programming.)

9:45 a.m. Specific Tactics to Evaluate Diversity — Successes and Failures

A successful minority attorney and a renowned consultant will provide real life examples. Areas to be addressed include:

- Improving communication
- Assignments of associates to partners
- Assignments of matters to associates
- Reporting metrics

CHERYL E. DIAZ, *Thompson & Knight LLP*, Dallas, Texas Doug Harris, *The Kaleidoscope Group LLC*, Chicago, Illinois

10:45 a.m. Refreshment Break

Sponsored by JOHNSON & BELL Ltd Attorneys at Law—

11:00 a.m. The Power of Diversity Consultants — Helping to Achieve an Inclusive Workforce

Hear how to properly use diversity consultants, including:

- Making an honest assessment of firm's culture
- How consultants can help your firm
- How to achieve firm "buy in"

KEVIN P. CHAVOUS, Sonnenschein Nath & Rosenthal LLP, Washington, D.C.

12:00 p.m. Lunch and Presentation — Effective Multiculturalism Inside Your Firm Will Increase Your Firm's Market Share for Decades (included in registration)

As the competition increases for the top talent and the demographics of the market shift, leveraging diversity will impact every facet of business for decades.

JONATHAN D. AHLBRAND, *The Diversity Network*, Harper Woods, Michigan

Sponsored by Bullivant Houser Bailey PC

Attorneys at Law

1:30 p.m. Rethinking Minority Recruitment — How to Attract the Best

Get advice in several important areas of minority recruitment, including:

- Effective clerk programs
- Hiring new associates
- Lateral equity partners
- Using law school connections

Pamela W. Carter, Baker Donelson Bearman Caldwell & Berkowitz PC, Baton Rouge, Louisiana

2:15 p.m. The Talent Pipeline — Retention of Minority Lawyers

Learn how to implement programs that really work from the chair of an award-winning law firm diversity program and from a nationally recognized diversity consultant.

- Understand the phases of a diversity program
- Understand training and development
- · Educating the majority employees in the firm
- · Avoiding negative perceptions of affirmative action
- Retention prevent "revolving door" while promoting partnership track
- Firm support, monetary and otherwise

Deborah J. Broyles, *Thelen Reid & Priest LLP*, San Francisco, California

ARIN N. REEVES, Ph.D., The Athens Group Inc., Chicago, Illinois

TRACK TWO: MINORITY LAWYER

(Tracks One and Two run concurrently. See page 4 for Track One programming.)

9:45 a.m. Shakers and Stirrers, How to Really Get Our Business— Corporations Speak Up

- Goals and expectations
- · Requests for proposals
- Interviews
- · How to market progress

N. CORNELL BOGGS III, *Coors Brewing Company*, Golden, Colorado Michael Daugherty, *Chubb Group of Insurance Cos.*, Dallas, Texas Stacey Y. Dixon, *Baxter International Inc.*, Deerfield, Illinois

10:45 a.m. Refreshment Break

Sponsored by JOHNSON&BELL ttd

11:00 a.m. Navigating Your Career

One of America's leading consultants will tell you how it's done with regards to:

- · Developing and training formal and informal mentors
- Professional development through affinity
- · Utilizing bar and local community resources
- Coordinating diversity initiatives with professional development
- Giving and receiving assignments and getting constructive feedback

PEGGY NAGAE, Peggy Nagae Consulting, Whitefish, Montana

12:00 p.m. Lunch and Presentation — Effective Multiculturalism Inside Your Firm Will Increase Your Firm's Market Share for Decades (included in registration)

As the competition increases for the top talent and the demographics of the market shift, leveraging diversity will impact every facet of business for decades.

JONATHAN D. AHLBRAND, *The Diversity Network*, Harper Woods, Michigan

Sponsored by Bullivant Houser Bailey PC

Attorneys at Law

1:30 p.m. Marketing—Inside and Outside the Law Firm

DRI's first minority and female president shares tips on how to become a rainmaker.

- Developing your elevator speech
- How to network at client events
- How minority lawyers expand business from a majority firm's existing clients
- · How to take advantage of client diversity initiatives

SHERYL J. WILLERT, Williams Kastner & Gibbs PLLC, Seattle, Washington

2:15 p.m. Successful Minority Attorneys Share Their Tips (panel discussion)

Moderator: Chrys A. Martin, *Bullivant Houser Bailey PC*, Portland, Oregon

KEVIN E. CLARK, *Lightfoot Franklin & White LLC*, Birmingham, Alabama

Toyja E. Kelley, *Tydings & Rosenberg LLP*, Baltimore, Maryland

W. RAY PERSONS, King & Spalding LLP, Atlanta, Georgia

GENERAL SESSSION RESUMES

3:15 p.m. Refreshment Break

3:30 p.m. Joint Session to Report on Best Practices

- Reporters from key seminar sessions will report on "Best Practices" for minority attorneys to find success in law firms and become rainmakers, and how law firms can increase success in recruiting and retaining diverse lawyers.
- Attendees will help develop a monograph of "Best Practices" for future DRI publication.

4:30 p.m. Adjourn

4:30 p.m. Diversity Committee Meeting (open to all)

5:30 p.m. Networking Reception

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7:00 p.m. Dine-Arounds

Join colleagues and friends at selected restaurants for dinner (on your own). More details on-site.

FRIDAY, JUNE 2, 2006

8:00 a.m. REGISTRATION

8:00 a.m. Continental Breakfast

Sponsored by



Corporate Expo

9:00 A.M. - 1:15 P.M.

9:00 a.m. CORPORATE EXPO

> National and international corporations committed to diversifying their outside counsel will interview law firm attendees. Attendees will submit firm resumes, and corporations will identify interviewees by geographic and practice area needs.

11:00 a.m. REFRESHMENT BREAK

Sponsored by Shoo

Corporate Expo Resumes 11:15 a.m.

1:15 p.m. Adjourn



DRI international the membership organization of all lawyers involved in the defense of civil litigation. As such, DRI wishes to express its strong commitment to the goal of

diversity in its membership. Our member attorneys conduct business throughout the United States and around the world, and DRI values highly the perspectives and varied experiences that are found only in a diverse membership. The promotion and retention of a diverse membership is essential to the success of our organization as a whole as well as our respective professional pursuits. Diversity brings to our organization a broader and richer environment, which produces creative thinking and solutions. As such, DRI embraces and encourages diversity in all aspects of its activities. DRI is committed to creating and maintaining a culture that supports and promotes diversity in its organization.

GENERAL INFORMATION

CLE Accreditation

This seminar has been approved for MCLE credit by the State Bar of California in the amount of **5.75** hours. Accreditation has been requested from every state with mandatory continuing legal education (CLE) requirements. Certificates of attendance will be provided to each attendee. Attendees are responsible for obtaining CLE credits from their respective states. Credit availability and requirements vary from state to state; please call DRI at 312.795.1101 for credit information for your state.

Registration

The registration fee is \$395. The registration fee includes CD-ROM course materials, continental breakfasts, refreshment breaks, networking luncheon on Thursday and networking receptions. If you wish to have your name appear on the registration list distributed at the conference and receive the CD-ROM course materials in advance, DRI must receive your registration by May 12, 2006 (please allow 10 days for processing). Registrations received after May 12 will be processed on-site.

Refund Policy

The registration fee is fully refundable for cancellations received on or before May 12, 2006. Cancellations received after May 12 and on or before May 19, 2006 will receive a refund, less a \$50 processing fee. Cancellations made after May 19 will not receive a refund, but the course materials on CD-ROM and a \$100 certificate good for any DRI seminar within the next 12 months will be issued. All cancellations and requests for refunds must be made in writing. All refunds will be mailed within four weeks after the date of the conference. Substitutions may be made at any time without charge and must be submitted in writing.

Supplemental Materials

Recommended supplemental material for this seminar is *Employment Law: A State-by-State Compendium* from DRI's Defense Library Series. Order your copy by checking the appropriate box on the registration form on the back of this brochure. You can also view the entire list of DRI publications and make purchases online at **www.dri.org.**

Course Materials

In order to better serve and satisfy the numerous requests from our membership, DRI will mail the course materials to all registrants in CD-ROM format 12 days in advance of the seminar. You can order additional copies by checking the appropriate box on the registration form on the back of this brochure.

Hotel Accommodations

A limited number of discounted hotel rooms have been made available at The Westin Chicago River North, 320 North Dearborn Avenue, Chicago, Illinois 60610. For reservations, contact the hotel directly at 312.744.1900. Please mention DRI's Diversity for Success Seminar to take advantage of the group rate of \$239 Single. The hotel block is limited and rooms and rates are available on a first-come, first-served basis. You must make reservations by May 3, 2006 to be eligible for the group rate. Requests for reservations made after May 3 are subject to room and rate availability.

Travel Discounts

DRI offers discounted meeting fares on various major air carriers for DRI's Diversity for Success Seminar attendees. **To receive these discounts, please contact Hobson Travel Ltd., DRI's official travel provider at 800.538.7464.** As always, to obtain the lowest available fares, early booking is recommended.

The taping or recording of DRI seminars is prohibited without the written permission of DRI.

Speakers and times may be subject to last-minute changes.

DRI policy provides there will be no group functions sponsored by others in connection with its seminars.

FACULTY

Jonathan D. Ahlbrand is the Chief Operating Officer of The Diversity Network, a Harper Woods, Michigan firm specializing in multicultural marketing, diversity recruitment, and performance management and measurement solutions. One of the founders of The Diversity Network, Mr. Ahlbrand is responsible for all aspects of the day-to-day operations of the business. This includes managing the media networks, diversity recruitment advertising, staff and branding programs on behalf of some of America's leading employers.

N. CORNELL BOGGS III is the Chief Legal Officer and Group Vice President for Coors Brewing Company in Golden, Colorado. He is responsible for legal and governmental affairs, corporate communications, alcohol responsibility, and water and natural resources for Coors. Prior to this position, Mr. Boggs was Vice President and General Counsel of Tyco Plastics and Adhesives.

DEBORAH J. BROYLES is a partner with Thelen Reid & Priest LLP in San Francisco. Ms. Broyles is the Chair of Thelen's firm-wide Diversity Committee and spearheads the firm's diversity initiatives, including the recruitment and retention of minority attorneys. She also serves on the Steering Committee for the California Minority Counsel Program.

Pamela W. Carter is a partner in the Baton Rouge, Louisiana office of Baker Donelson Bearman Caldwell & Berkowitz PC. Her practice includes a variety of tort litigation matters, including toxic tort cases, class actions, premises liability, insurance, products liability and civil defense litigation. She is a member of the firm's Diversity Committee, DRI, Louisiana State Bar Association's Board of Governors, Chair of the ABA-TIPS Automobile Law Committee and member of the ABA's National Trial Academy Committee.

KEVIN P. CHAVOUS practices law with Sonnenschein Nath & Rosenthal LLP, in Washington, D.C., where he developed the firm's education law practice. He also teaches education law as an adjunct professor at American University's Washington College of Law. A leading national advocate for school choice, Mr. Chavous is the author of Serving Our Children: Charter Schools and the Reform of American Public Education. He is a Distinguished Fellow with the Washington, D.C. based Center for Education Reform, serves on the national board of the National Alliance for Public Charter Schools and is active with the Black Alliance for Educational Options.

KEVIN E. CLARK is a partner with the law firm of Lightfoot Franklin & White LLC in Birmingham, Alabama. His practice consists of general civil defense litigation, with an emphasis on toxic tort, employment discrimination, product liability and consumer fraud and insurance sales practices litigation, including the defense of class action lawsuits. Mr. Clark is a member of the ABA, the National Bar Association, the Alabama Defense Lawyers Association, the Magic City Bar Association and the Birmingham Inn of Court. He is a DRI member and served on the planning committee for the 2006 Toxic Tort and Environmental Law Seminar.

MICHAEL DAUGHERTY is the Southern Specialty Claims Manager with the Chubb Group of Insurance Companies in Dallas. Mr. Daugherty manages specialty claims and litigation in the south and southeastern part of the United States. Prior to this position, he worked at a Kansas City law firm that specialized in insurance coverage and insurance defense work.

CHERYL E. DIAZ is a partner in the Dallas office of Thompson & Knight LLP. She concentrates her practice in complex commercial litigation, product liability and toxic tort matters. Ms. Diaz has tried numerous cases to verdict in the state and federal courts and represented clients before arbitration panels. She is the Chair of DRI's Diversity Committee.

STACEY Y. DIXON is Corporate Counsel in Litigation at Baxter International Inc. in Deerfield, Illinois. Ms. Dixon manages a significant product liability and commercial litigation caseload and provides counsel to the Renal and Medication Delivery businesses. She serves as the Co-Diversity Director for Baxter's Legal Department. Ms. Dixon participates in the Black Women Lawyers' Association of Greater Chicago and the Minority Corporate Counsel Association.

Doug Harris, the Managing Director and owner of The Kaleidoscope Group in Chicago, has more than 25 years of diversity experience, including 15 years in diversity consulting. Mr. Harris is the Chair of the Diversity Committee for Chicago SHRP, and he writes a column on "Diversity Effectiveness" for the *Shaker Recruitment Advertising* quarterly newsletter. Mr. Harris has designed global cultural awareness workshops for Hewlett-Packard (Asia), Duracell Aarshot (Belgium), Duracell (Brazil) and Caterpillar (Italy). He has conducted Diversity Leadership sessions for executives across the globe at Dana, Duracell, Emmis Communications, Hewlett Packard and Owens Corning.

TOYJA E. KELLEY is an attorney with the law firm of Tydings & Rosenberg LLP in Baltimore. His practice focuses on a broad range of commercial disputes with a particular emphasis on business torts and insurance coverage. A DRI member, Mr. Kelley is also active in the ABA's Insurance Coverage Litigation Committee.

Chrys A. Martin is a shareholder in the Portland, Oregon office of Bullivant Houser Bailey PC. Ms. Martin is the Vice Chair of DRI's Law Institute and the liaison for this first-ever Diversity for Success Seminar. A member of her firm's Board of Directors and shareholder in charge of marketing, she has worked on marketing, professional development and diversity initiatives at Bullivant. She is a former chair of DRI's Employment Law Committee and former chair of the Oregon State Bar's Affirmative Action Committee.

H. Patrick Morris is a shareholder with the firm Johnson & Bell Ltd. in its Chicago office. His practice focuses on representing defendants as trial counsel and national coordinating counsel in chemical, lead, product liability, indoor air quality and environmental litigation. A DRI member, Mr. Morris has served in many positions, including the Board of Directors, Chair of the Diversity Committee, and is a past chair of the Toxic Torts and Environmental Law Committee. He is also a member of the Society of Trial Lawyers, Society for Chemical Hazard Communication and the American Council on Science and Health.

Peggy Nagae heads Peggy Nagae Consulting in Whitefish, Montana. She is a nationally recognized consultant in the areas of cultural competence and diversity, executive coaching and goal acceleration, organizational change efforts, professional development and communication.

W. RAY PERSONS is a partner at King & Spalding LLP in Atlanta, whose practice focuses on complex litigation, including class actions, mass torts and commercial litigation. He has served as lead counsel in more than 60 jury trials in federal and state courts. Mr. Persons is a DRI member, as well as a fellow in the American College of Trial Lawyers and the International Society of Barristers.

ARIN N. REEVES, Ph.D., is a lawyer who works as a diversity consultant for The Athens Group Inc. in Chicago. Dr. Reeves is particularly experienced in advising law firms on how to properly use diversity consultants and how to develop successful recruiting and retention programs. Her Ph.D. in Sociology led to her well-respected research in the area of diversity in the legal marketplace.

WILLIAM A. VON HOENE, Jr. is the Senior Vice President and General Counsel for Exelon Corporation, one of the nation's largest public utilities. Prior to joining Exelon in Chicago, Mr. Von Hoene was a senior partner at a Chicago law firm where he specialized in complex civil and white-collar criminal litigation and chaired the firm's Pro Bono and Diversity committees. He is past president of the Chicago Lawyers Committee for Civil Rights Under Law Inc. and past general counsel to the Leadership Council for Metropolitan Open Communities.

SHERYL J. WILLERT is a member and former managing director of the Seattle firm of Williams Kastner & Gibbs PLLC. Ms. Willert concentrates her practice on counseling, investigations and litigation. She has litigated cases involving professional negligence, contracts, personal injury and civil rights. Ms. Willert has experience in resolving employment-related disputes through arbitration and mediation. Ms. Willert is a past president of DRI and a member of the ABA and the National Bar Association.

	2006 DRI SEMINAR SCHEDULE
March 1–3	Medical Liability and Health Care Law Pointe Hilton Tapatio Cliffs, Phoenix, AZ
March 9–10	Appellate Advocacy Pointe Hilton Tapatio Cliffs, Phoenix, AZ
March 9–10	Toxic Torts and Environmental Law JW Marriott Orlando, Grande Lakes, Orlando, FL
March 16–17	Damages Caesars Palace, Las Vegas, NV
March 30-31	TRUCKING LAW Chicago Marriott Downtown, Chicago, IL
April 26–28	Life, Health, Disability and ERISA Claims Renaissance Washington, DC Hotel, Washington, DC
May 4–5	Conducting Business in the International Marketplace Eden Roc Hotel, Miami Beach, FL
May 4–5	Insurance Coverage and Claims Institute The Westin Chicago River North, Chicago, IL
May 11–12	Drug and Medical Device Chicago Hilton and Towers, Chicago, IL
May 17–19	EMPLOYMENT LAW Harbor Beach Marriott, Fort Lauderdale, FL
May 18–19	ELECTRONIC DISCOVERY Philadelphia Marriott Downtown, Philadelphia, PA
June 1–2	Diversity for Success The Westin Chicago River North, Chicago, IL
June 9–10	Managing for Success in the Small Law Firm The Westin Michigan Avenue, Chicago, IL
June 15–16	SILICA MEDICINE The Adolphus, Dallas, TX
June 15–16	Young Lawyers Loews Miami Beach Hotel, Miami Beach, FL
September 7–8	Construction Law The Westin St. Francis, San Francisco, CA
September 7–8	Nursing Home/ALF Litigation Sheraton Chicago Hotel & Towers, Chicago, IL
September 28–30	BECOMING A PREEMINENT TRIAL LAWYER Marriott O'Hare, Chicago, IL
October 11–15	DRI Annual Meeting San Francisco Marriott, San Francisco, CA
October 26–27	Asbestos Medicine Bellagio, Las Vegas, NV
November 2–3	Intellectual Property The Ritz-Carlton, Key Biscayne, Miami, FL
November 9–10	FOOD LIABILITY Chicago Marriott Downtown, Chicago, IL
December 7–8	Insurance Coverage and Practice Symposium Sheraton New York Hotel and Towers, New York, NY

Join DRI now and register at the member rate—a \$130 savings!

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This application/re	gistration form for first-time members only—all other registrants please use reverse side.
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Category	Government Attorney—\$160 USD/year
	Young Lawyer—\$130 USD/year (admitted to the Bar for 5 years or less)
	☐ Law Student—\$20 USD/year
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Is this the first	time you are attending this DRI seminar?
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DRI is committe	d to the principle of diversity in its membership and leadership. Accordingly,
	ited, at their option, to indicate which one of the following may best describe them:
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Native Ame	erican White Other
I am a membe	r of a state or local defense organization. Yes No
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To the extent that	t I engage in personal injury litigation, I DO NOT, for the most part, represent
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Diversity for Success Seminar June 1-2, 2006

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Advance Registration Deadline: May 12, 2006 (For inclusion on the pre-registration list and to receive course materials in advance, register by this date.)

rimarv		NAME AS YOU WOULD LIKE IT TO APPEAR ON BADGE Registration Fees (includes course materials)		DDRESS Publications for Purchase	3.5		Employment Law: A State-by-State CD-ROM Member: \$85	Hard copy Member: \$115 Non-member: \$135	(Ilinois residents, please add 9% sales tax. Shipping charges will be added to each order.)	Payment Method	My check for (USD) is enclosed.		Please charge my NSA American Express	MasterCard American Express	Please charge my WISA MasterCard American Express	MasterCard American Express	AS YOU WOULD LIKE IT TO APPEAR ON ANY/FIRM SSS HONE	ur primary ctice? erials) tere the form on the reverse s. lete the form on the reverse s. \$95 on-member: \$105 on-member: \$135 ing charges will be added to e.
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