



November 7, 2014
9:15 AM – 10:30 AM

Session 104: Kicking Glass – Two Decades and Counting: How Far Have APA Women Attorneys Come?

Twenty years ago, the Asian American Bar Association of New York (AABANY) Women's Committee conducted videotaped interviews of Asian Pacific American (APA) women who were law firm partners, in-house counsel, prosecutors, public interest attorneys, junior attorneys, and law students to get their perspective on being an APA woman practicing law or thinking about entering the field of law. The final video, entitled "Asian Pacific American Women Attorneys: Kicking Glass from the Courtroom to the Boardroom," was presented at the 1995 NAPABA Annual Convention and in 1996 for members of AABANY in New York City. The AABANY Women's Committee's follow-up video features some of the individuals from the 1995 video as well as a whole new cadre of APA women attorneys and law students of diverse backgrounds in terms of practice area and setting, legal experience and ethnicity in order to determine whether twenty years later, APA women attorneys have come to a better place or not, how and whether perceptions have changed, and where we go from here. This is a multi-media program that incorporates clips from the 1995 and 2014 videos and features live panelists in a roundtable format. The video clips will serve as a backdrop for a discussion with panelists, including some interviewees from the videos as well as other women general counsel, partners, government and public sector attorneys at different stages of their careers. The video clips and panel presentation will be interactive, engaging and thought-provoking and will provide a forum for recognizing the achievements of APA women attorneys. The program will also identify challenges that remain and offer practical solutions and advice for attendees and panelists alike.

Program Chair & Moderator:
Sapna W. Palla, *Partner*, Wiggin and Dana LLP

Speakers:
Hon. Pamela K. Chen, *District Court Judge*, U.S. District Court of New York
Sylvia Fung Chin, *Partner*, White & Case LLP
Margaret Hahn-DuPont, *Legal Research and Writing Professor*, Northeastern University
Sandra Leung, *General Counsel and Corporate Secretary*, Bristol-Myers Squibb

WIGGIN AND DANA

**KICKING GLASS, TWO
DECADES AND
COUNTING: HOW FAR
HAVE APA WOMEN
ATTORNEYS COME?**

Overview

- In the 1995 video, called "Kicking Glass: From the Boardroom to the Courtroom," APA women from different legal fields and stages of life discussed their views on the hurdles that APA women attorneys faced, the successes they achieved and what success meant to them.
- Follow-up 2014 video and this panel featuring women from the 1995 video and a new group of women.
- **HOW FAR HAVE WE COME IN 20 YEARS?**
- **WHERE WE GO FROM HERE?**

What Really Matters in Our Journey as APA Women Attorneys?

- Definition of success?
- Career goals?
- Career satisfaction?
- Role models?
- Work/Life Balance?
- Being trailblazers?

The Statistics: APA Women Attorneys in Corporations

- Fortune 500 General Counsel
 - Women overall – 21.6%
 - Asian American/Pacific Islander – 1.9%
- Fortune 501-1000 General Counsel
 - Women overall – 15.6%
 - Asian American/Pacific Islander – 1.3%
- MCAA's 13th Annual General Counsel Survey: Measuring the Progress of the Nation's Legal Leaders.

The Statistics: APA Women Attorneys as Law Firm Partners

- Partners at Law Firms (Overall)
 - Minority 7.1%
 - Minority Women 2.26%
 - Asian Women 0.91%
- NALP Bulletin, February 2014

The Statistics: APA Women Attorneys as Law Firm Partners

- By Size of Firm
 - 100 or fewer lawyers 1.07%
 - 101-250 lawyers 0.59%
 - 251-500 lawyers 0.83%
 - 501-700 lawyers 0.81%
 - 701+ lawyers 1.16%
- NALP Bulletin, February 2014

The Statistics: APA Women Attorneys Law Firm Associates

- | • Asian Associates | 2010 | 2011 | 2012 | 2013 |
|--------------------|------|------|------|------|
| • Men (%) | 4.24 | 4.31 | 4.61 | 4.84 |
| • Women (%) | 5.15 | 5.31 | 5.40 | 5.64 |
- NALP Bulletin, June 2014

The Statistics: APA Women Attorneys Law Firm Associates

- Minority Associates 20.9%
- Minority Women Associates 11.29%
- **Asian Women Associates 5.64%**
- NALP Bulletin February 2014

The Statistics: APA Women Attorneys Law Firm Associates

- By Size of Firm
 - 100 or fewer lawyers 4.44%
 - 101-250 lawyers 3.98%
 - 251-500 lawyers 4.95%
 - 501-700 lawyers 5.08%
 - 701+ lawyers 6.60%
- NALP Bulletin February 2014

Does Gender Matter?

- Does being female affect our legal careers?
- Is the view toward women attorneys different from that toward men?
- What can women can do to compete for work?
- Is gender an advantage or disadvantage?

Does Gender (Woman) and Ethnicity (Asian) Matter?

- Cultural values in combination with being a woman?
- Gender or ethnicity related prejudice or prejudice as combination of both?
- Are these an advantage or disadvantage?

Fitting in the Work/Life Balance

- Interests outside work?
- Family commitments?
- Having children and timing considerations?
- Taking time off for personal commitments?
 - Children
 - Parents

Lack of Role Models/Mentors

- Role models in general?
- Role models in your practice areas?
- Mentors?
 - Men?
 - Women?
 - Asian?
- Can we move ahead without them and how?

Definition of Success

- Career satisfaction?
- Being a trailblazer?
- Monetary satisfaction?
- A certain position or level in your organization?
- Being able to manage a career and balance it with family commitments?

1995 in Comparison to 2014

- Have things really changed for APA Women Attorneys?
- How?
 - More liberty in our choices?
 - More opportunities?
 - Better options for work/life balance?
 - More value in the legal field?

Where Do We Go From Here?

- Where do we want to be 20 years from now?
- What can we do to make improvements?
- Can we work collectively?

TIMED AGENDA FOR NAPABA PANEL

TITLE: KICKING GLASS, TWO DECADES AND COUNTING: HOW FAR HAVE APA WOMEN ATTORNEYS COME?

5 MINS INTRODUCTION 5 MINS

5 MINS OVERVIEW AND ISSUES OF IMPORTANCE FOR APA WOMEN ATTORNEYS IN THEIR CAREER PATHS

10 MINS REALITY AND STATISTICS

15 MINS HOW GENDER AND ETHNICITY AFFECT APA WOMEN ATTORNEYS IN THEIR CAREER PATHS

10 MINS IMPACT OF WORK/LIFE BALANCE

10 MINS IMPACT OF PAUCITY OF ROLE MODELS AND MENTORS

10 MINS HOW DO WE DEFINE SUCCESS?

10 MINS WHERE DO WE GO FROM HERE?

QUESTIONS AND ANSWERS