



DIVERSITY & INCLUSION

2019 Summer Newsletter

IN THIS ISSUE

- Firm Supports Georgia Asian Pacific Bar Association Gala 2
- Dallas Office Participates in Law in the City Spring Event 2
- Firm Supports UT Center for Women in Law’s Sixth Biennial Women’s Power Summit 3
- Diversity in Action: Richmond Associate Mayme Beth Donahue 4
- NAWL Challenge Club Members 4
- Firm Honors the Late Judge John D. Johnson in Partnership with the
Kozyak Minority Mentoring Foundation 5
- Richmond Partner Hosts Local Diversity Event 6
- Firm Adopts the Los Angeles County Bar Association (LACBA) Pledge to
Promote Diversity in the Legal Profession 6
- Firm Lawyers Coach Winning LA Project Destined Team and Aspiring Developers 7

FIRM SUPPORTS GEORGIA ASIAN PACIFIC BAR ASSOCIATION GALA

Hunton Andrews Kurth is proud of our strong relationships with national and regional bar associations that represent and advocate for the interests of Asian Pacific American lawyers. Among other activities, we sponsored the [Georgia Asian Pacific American Bar Association's \(GAPABA\)](#) annual gala held on May 30. The event serves as both a primary fundraiser for the organization and a celebration of members' contributions to the legal, business and other communities.

Six of our firm lawyers attended the event and enjoyed tremendous networking opportunities.

An affiliate of the [National Asian Pacific American Bar Association](#), GAPABA was founded in 1993 to establish a Georgia support network for Asian Pacific American attorneys and those interested in Asian American legal issues.



DALLAS OFFICE PARTICIPATES IN LAW IN THE CITY SPRING EVENT

On May 9, our Dallas office hosted a table at Law in the City, a semi-annual event that offers women in law firms the opportunity to network with women in-house counsel. Hunton Andrews Kurth partner **Tonya Gray**, who serves as a member of the 2019 Law in the City Host Committee, as well as partners **Tara Elgie**, **Abby Lyle** and **Kathleen Wu** represented our firm at the event.

Proceeds from the event went to [Mosaic Family Services](#), an organization dedicated to supporting, educating and empowering the multicultural individuals and families of North Texas, with a focus on survivors of human rights abuses, trafficking and domestic violence, and refugees and unaccompanied minors.



Pictured (left to right): Abby Lyle, Tara Elgie, Kathleen Wu and Tonya Gray



FIRM SUPPORTS UT CENTER FOR WOMEN IN LAW'S SIXTH BIENNIAL WOMEN'S POWER SUMMIT

Hunton Andrews Kurth was a proud sponsor of the Center for Women in Law's biennial, invitation-only Women's Power Summit which was held April 10-12 in Austin. The event brings together influential women in the legal profession to generate ideas and lead change in the industry. This year's participants heard from more than 80 diverse speakers, ranging from corporate CEOs and law firm managing partners, to educators, politicians and journalists. Attending from our firm were partners **Tara Elgie**, **Erin Fonte**, **Shemin V. Proctor** and **Robin Russell**.

"The Center for Women in Law is devoted to the success of the entire spectrum of women in the legal profession. Its goals are aligned with those of our firm," stated Robin Russell. "We were well represented at the Summit, and those of us in attendance look forward to sharing the valuable information we learned with others at Hunton Andrews Kurth."



**DIVERSITY IN ACTION:
RICHMOND ASSOCIATE
MAYME BETH DONAHUE**

Mayme Donahue is an associate on the capital markets team in Richmond, Virginia. Her practice focuses on securities law matters, capital markets transactions, mergers and acquisitions and corporate governance issues, and she is also a member of the firm's Blockchain Working Group.

In addition to her legal practice, Mayme is a champion of diversity and inclusion. A former Leadership Council on Legal Diversity Pathfinder, she is deeply committed to supporting the LGBTQ+ community, and serves as president of the Virginia Equality Bar Association. Since 2016 she has served on the junior board of a Richmond-based organization called Side by Side, whose mission is to create supportive communities for Virginia's LGBTQ+ youth. In 2018, the National LGBT Bar Association named Mayme one of the Top 40 LGBTQ Lawyers Under 40.

"While there has been a lot of progress in recent years, LGBTQ+ individuals largely remain an unprotected class. In 28 states, including Virginia and Texas, it is legal to fire someone or deny them housing because they identify as LGBTQ+. Visibility is so important and I am in a position of incredible privilege as a corporate attorney at a firm like Hunton Andrews Kurth. I am proud to lead the Virginia Equality Bar Association and work to support LGBTQ+ youth with the full support of Hunton behind me."

NAWL CHALLENGE CLUB HELPS PREPARE OUR WOMEN ASSOCIATES FOR FUTURE SUCCESS



At Hunton Andrews Kurth, we take seriously our responsibility to provide our non-partner lawyers with the tools they need to succeed at our firm. In addition to our other training, mentoring and integration programs, our Women's Initiative — led by the members of our Women Lawyers Subcommittee — is charged with facilitating professional development opportunities for our female associates and counsel.

As a 2019 Sustaining Sponsor of the National Association of Women Lawyers (NAWL), our firm is given the opportunity to place three of our women lawyers in the NAWL Challenge Club, an individual professional development initiative that provides a year of networking events, distance learning, and substantive CLE sessions with corporate legal department representatives. These in-house counsel also provide mentorship and consider law firm members for future work. We are pleased that **Amee Parekh**, **Jessica Schaffner** and **Jessica Tobin** have been participating in this program since its kick-off in January 2019.

The mission of the National Association of Women Lawyers is to provide leadership, a collective voice, and essential resources to advance women in the legal profession and advocate for the equality of women under the law. Since 1899, NAWL has been empowering women in the legal profession, cultivating a diverse membership dedicated to equality, mutual support, and collective success.

FIRM AND KOZYAK MINORITY MENTORING FOUNDATION HONOR THE LATE JUDGE JOHN D. JOHNSON

In partnership with the Kozyak Minority Mentoring Foundation (KMMF), Hunton Andrews Kurth held a reception in April to unveil plans for a commissioned bust of the late Honorable John D. Johnson (1913-2011), one of Miami-Dade County's pioneer black judges. The bust is being sculpted by well-known artist Brian R. Owens.

"This year, our firm celebrates 20 years in Miami and we wanted to do so in a meaningful way," said Hunton Andrews Kurth partner **Juan C. Enjamio**. "We felt that recognizing a pioneer such as Judge Johnson not only sheds light on an important piece of Miami's history — it would also provide a unique opportunity to demonstrate our commitment to the community and to honor those who had the courage to pave the way."

The event also helped raise support for KMMF's summer fellowships and was highlighted by the awarding of a scholarship to Richard Perez, a KMMF fellow. "Commissioning the bust of Judge Johnson, as well as funding one of our KMMF fellowships, shows that the firm recognizes our history and is committed to our future," said John Kozyak, founder and managing director of KMMF. "Judge Johnson had an extraordinary legal career and his legacy lives on as we recognize the role he played in helping to break down racial and social barriers in Miami."

The reception was held at the Black Police Precinct Courthouse and Museum in Historic Overtown, one of the City of Miami's oldest neighborhoods and where Judge Johnson's bust will be housed.



Pictured (left to right): John Kozyak, Kozyak Tropin & Throckmorton; Commissioner Keon Hardemon; Juan C. Enjamio, Managing Partner, Hunton Andrews Kurth; Garth C. Reeves, Sr., Publisher, The Miami Times; Judge Johnson's niece, Dr. Dorothy J. Fields, The Black Archives Historic Lyric Theater; Professor H.T. Smith, H. T. Smith, P.A. and Director of the Trial Advocacy Program, Florida International University School of Law.

RICHMOND PARTNER HOSTS LOCAL DIVERSITY EVENT

When great minds come together, great things happen. The recent reception at the home of Hunton Andrews Kurth partner **Rudene Haynes**, attended by more than 30 Richmond-based minority lawyers and clerks, is a perfect case in point.

The event was the result of a conversation between Rudene Haynes, Dominion Energy general counsel Carlos Brown and senior assistant general counsel Gina Burgin, and McGuireWoods partner Jackie Stone. The four lawyers recognized the need to introduce minority clerks in Richmond to the larger community of lawyers of color in the area, including in-house practitioners at companies such as Dominion Energy and Capital One, in state government, and at our firm and McGuireWoods. The four decided to turn talk into action, and began planning the reception to be hosted by Rudene Haynes.

At the reception, after introductions and an icebreaker, attendees had the opportunity to hear remarks from Justice John Charles Thomas, a Hunton Andrews Kurth alumni and a trailblazer for lawyers of color. Justice Thomas reminded attendees that we have an obligation to encourage, inspire and make room for aspiring minority leaders in the profession. His inspirational message exhorted the attendees to be willing to do what is needed to achieve excellence, to be mindful of small details that have a great impact, and to be diligent in the pursuit of one's goals. Justice Thomas made it clear that such actions can and will result in calls to leadership and opportunities to have a positive impact at work and in the field of law.

In his remarks, Carlos Brown expanded on Justice Thomas' theme. He reminded the group that everyone has an opportunity to effectuate real change in their careers and at the decision-making tables where they are fortunate to sit. He made it clear that the practice of law is bigger than any individual and we all should do what we can to champion and encourage diversity in the legal profession.

The evening was a great success. Hunton Andrews Kurth and McGuireWoods have agreed to continue this collaboration next year in an effort to grow the numbers of minority attorneys in the Richmond area.

FIRM ADOPTS THE LOS ANGELES COUNTY BAR ASSOCIATION (LACBA) DIVERSITY PLEDGE

The Los Angeles office of Hunton Andrews Kurth has signed on to LACBA's Pledge to Promote Diversity in the Legal Profession. In addition to adopting LACBA's Statement of Goals and Principles, participating firms agree to facilitate three actions from the bar association's list of [Best Diversity Practices](#) in recruitment, sponsorship/mentorship, compensation/evaluation, lawyer development, and diversity committees and initiatives. Specific actions range from developing connections to increase a firm's pipeline of diverse lawyer candidates and providing incentives to lawyers who donate their time to advance diversity in the legal profession, to offering flexible work schedules and strong child care programs.

We are one of 14 firms that have already pledged their support and agreed to report progress on a semi-annual basis to the LACBA Committee on Diversity in the Profession. On June 27, participating firms were honored at the association's Installation and Awards Dinner, which was attended by more than 560 state and local officials, judicial officers, LACBA members and other special guests.

"Saying 'yes' to this program was easy because LACBA's diversity principles and best practices mirror those of our firm in almost every respect," stated partner and Diversity & Inclusion Committee Co-Chair **Emily Burkhardt Vicente**. "The LACBA Pledge is yet another opportunity to help us move closer to meeting Hunton Andrews Kurth's goal to increase diversity and inclusion at the firm and within the legal profession as a whole."





LOS ANGELES OFFICE LAWYERS COACH WINNING “PROJECT DESTINED” TEAM

On July 18-20 in Los Angeles, Project Destined launched a three-day intensive program focused on empowering underserved communities through training in financial literacy, total health and leadership development. Project Destined scholars gain exposure to all aspects of the real estate investment life cycle while connecting with practicing industry professionals, analyzing real opportunities, and helping to invest real capital into real estate within their own communities.

The inaugural class of LA Project Destined scholars comprised diverse high school and college students as well as military veterans. Over the course of the event, participants were introduced to business and real estate fundamentals and taught how to use those skills to imagine and help create communities they want to live in. Student teams then presented their ideas to a panel of judges for a chance to win \$10,000 in scholarship awards.

Hunton Andrews Kurth LA-based real estate lawyers were placed in teams to work alongside the scholars, helping brainstorm and guide them as they prepared their investment presentations for the final competition, which was held on Saturday, July 20. Partner **Jane Hinton** and associates **Ryan Nolan** and **Mack Watson** provided guidance on their teams' proposed residential properties, helped the scholars analyze the potential real estate acquisition, investment gains and relevant regulations, and provided moral support throughout the process. On the day of the competition, four teams delivered their presentation to an esteemed panel of judges from the Los Angeles business community.

And the winners were? The team coached by Ryan Nolan and Mack Watson! The first-place team won a grand prize in scholarship money of \$5,000 and the jewel-studded Project Destined LA Championship belt. The second-, third- and fourth-place teams won \$2,500, \$1,500 and \$1,000, respectively.

The group of judges included Debra Lee, former chairman and CEO of BET; Adrian Foley, president and COO of Brookfield Properties; Billy Chun, LA deputy mayor for economic development; Dan Young, former CEO of Irvine Company; Kiesha Nix, executive director of the Lakers Youth Foundation; Bill Witte, CEO of Related California; Michael Speer, senior vice president of Brookfield Properties; Larry Green, executive vice president of development at Westfield, Jean-Marie Tritant, President US, Unibail-Rodamco-Westfield; and Bea Hsu, Senior Vice President, Brookfield Properties Development.

Real estate partners **Laurie Grasso** (New York) and **Robert Smith** (Washington, DC) spearheaded the firm's participation in Project Destined, having contributed their time and talent to the successful New York Project Destined Program in the spring of 2018. Project Destined is also a pro bono client of the firm.

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