



Milbank Affinity Groups

The Firm is committed to fostering a diverse and inclusive work environment that welcomes and supports the development and advancement of individuals of all backgrounds. While we recognize that there are many similarities in the ways in which attorneys experience the Firm, we understand that associates who are members of groups traditionally under-represented in large law firms may have different experiences.

One of the ways in which we can attain our diversity goals is to support associate networks (affinity groups) that help to provide members of their communities with a greater sense of connection to the Firm. Accordingly, we have formalized the following attorney affinity groups:

aADAM (Associates of African Descent @ Milbank)

Associates of African Descent at Milbank, aADAM, is comprised of associates from the various practice groups and domestic offices of the firm. aADAM is committed to improving diversity at Milbank generally and the recruitment, retention and promotion of associates of African descent in particular. In an acknowledgement of the distinct challenges faced by associates of African descent, the group was formed in 2005 to provide a forum for its members to gather and share information and to sharpen the tools necessary in their professional careers. In this pursuit, aADAM has invited former and current members of the Milbank partnership to speak to its members on networking, marketing and other professional development issues. The group meets on a monthly basis to facilitate such speakers and panels. Some meetings, however, are reserved simply for the associates to discuss issues of shared concern in a relaxed atmosphere. Such discussions allow the opportunity for the associates to discover the commonalities of their experience that often extend beyond a common descent and to benefit from the wisdom and guidance that comes from such discussions. Contacts: Aisha Greene, Heather Moore and Laurice Thrasher; Partner Advisors: Errol Taylor and Debra Allgood White

APIN (Asian Pacific Islander Network)

Milbank's Asian and Pacific Islander Network was formed in 2006 to foster a better understanding of the unique issues facing Asian and Pacific Islander associates, and to provide networking, mentoring and business development opportunities for its members. APIN's quarterly meetings provide a forum for Asian and Pacific Islander associates to discuss issues and mutual concerns, as well as for associates with a shared heritage and affinities to get to know each other personally and professionally. In the coming months, APIN plans to hold workshops and panels with internal Milbank lawyers and prominent members of the legal community at large to address professional development issues. The group is also actively involved in the Firm's recruitment and retention efforts, hosting gatherings and events for summer associates that allow for the early development of strong mentoring relationships within the Firm. Contacts: Douglas Kim, Tawfiq Rangwala, Alfred Wang and Jessica Zhou; Partner Advisor: Joy Gallup

Affinity Groups

BEIJING

FRANKFURT

HONG KONG

LONDON

LOS ANGELES

MUNICH

NEW YORK

SINGAPORE

TOKYO

WASHINGTON, DC

Milbank

LaMano (Latino Attorney Mentoring & Networking Organization)

Founded in early 2006, LaMano is comprised of and run by associates from various practice groups throughout the Firm. Associate members span from different offices as well as represent various levels of seniority providing a diversified and valuable source of information for each other. Our goals range from improving the recruiting, retention and development of Latino associates to reaching out to Latino summer associates and Latino law students in a mentoring capacity. We look forward to increasing our opportunities to share information about Latino culture, network, participate in bar associations and enhance the Firm's representation at minority recruiting events. Contacts: Ana Bast and Roland Estevez; Partner Advisors: Greg Evans, Arnie Peinado and Caroline Walther-Meade

PRIDE @ Milbank (Lesbian, Gay, Bisexual & Transgender Affinity Group)

PRIDE @ Milbank is comprised of associates from various practice groups at the firm, and was formed in 2006 to provide an opportunity for LGBT associates to meet and share information and to provide mentoring and networking opportunities for its members. Our goals include enhancing the firm's representation at LGBT events in the legal community and improving the recruiting and retention of LGBT associates. Contacts: Ulric Lewen and Matt Telford; Partner Advisors: David Cohen and David Stoll

WAG (Women's Affinity Group)

Founded in 2006, Milbank's Women's Affinity Group formalized the numerous office and department-based women's groups into a single firm-wide network of female attorneys. WAG holds monthly lunches that provide networking and mentoring opportunities for female associates within the firm. Monthly lunches alternate between open forum discussions of recommendations on diversity initiatives, professional development programs and upcoming events; and topical lunches with panels organized around requested areas of interest. Past panels have included, "How to Make it at Milbank: a Q&A with Senior Associates" and "Navigating Child Care Leave, Part Time and Flex Time". WAG works in coordination with the Women's Initiative, and the Diversity Committee to increase training, marketing and professional development opportunities for women at Milbank. WAG also supports an informal email list serve on which relevant news articles, industry development, and information about upcoming conferences are circulated and discussed. Contacts: Gina Ciraldo, Jennifer Harris and Atara Miller; Partner Advisor: Joy Gallup