



AABANY ADVOCATE

Asian American Bar Association of New York

Holiday 2015
Volume XVI
Issue V

Sixth Annual Fall Conference a Success

By Marianne Chow
VP Programs and Operations

On Saturday, September 19, 2015, AABANY held its Sixth Annual Fall Conference at the New York offices of Cleary Gottlieb Steen & Hamilton LLP, and, true to its theme of "Charting New Frontiers," it was an exceptional event.

To start, the 2015 Fall Conference was the **largest and most successful Fall Conference to date**, drawing close to 400 attendees and featuring 18 CLE and Non-CLE programs, including two law student-focused panels co-hosted by the AABANY Student Outreach Committee and one of our Inaugural Don H. Liu Scholarship Recipients, Keli Huang. Furthermore, not only did we host our 4th Annual Pitch Sessions and 4th Annual Trial Advocacy Program at the Fall Conference, but we also debuted our **inaugural Diversity Career Fair & Expo**, which featured over 20 public and corporate sector employers and drew over 100 participants. We also had the opportunity to feature our video project *Kicking Glass: Two Decades and Counting* during the plenary lunch session. *Kicking Glass* is



Fall Conference participants take advantage of the Career Placement Committee's inaugural Diversity Career Fair & Expo.

a follow-up program to a video first presented by AABANY in 1995 that explored the hurdles faced by Asian American women in the law, the successes they achieved, and whether they have finally broken the glass ceiling 20 years later.

AABANY was also proud to present Rockwell "Rocky" Chin with the Norman Lau Kee Trail-

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SPONSOR SPOTLIGHT

The Advocate regularly spotlights AABANY's corporate sponsors and gives our sponsors an opportunity to showcase how their work aligns with AABANY's mission and contributes to the legal community at large.

CLEARY GOTTLIB

Cleary Gottlieb's dedication to fostering diversity is reflected in our approach to the Asian and Asian-American communities at the firm. Through our affinity groups, event programming and the opportunities presented to diverse lawyers at the firm, Cleary puts our commitment to diversity into action.

Our firm has two Asian-focused affinity groups: the East Asian Affinity Group and the South East Asian-South Asian-Middle Eastern Affinity Group (SESAME). Cleary also supports the Black Affinity Group, Hispanic/Latino Affinity Group, LGBT Affinity Group and Parent Affinity Group. These affinity

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Images and photos by Cleary Gottlieb



Safe Passage:

Cleary lawyers share stories and cross-cultural experiences related to their representation of refugees through the Iraqi Refugee Assistance Project

WEDNESDAY, JULY 8, 2015



Cleary Gottlieb supports AABANY as a Silver Sponsor and hosted AABANY's 2015 Fall Conference.

Letter from the President

Dear AABANY Members,

On behalf of the AABANY Executive Officers and Board, we wish you and your families a happy and healthy holiday season. 2015 has been a fantastic year for AABANY. I am very proud of the hard work that our volunteers, committee chairs, officers, Board, staff, and members have put in to make this one of the best AABANY years yet.

I want to highlight a few AABANY accomplishments in 2015 that I am particularly proud of.

First, at our 2015 Fall Conference hosted by Cleary Gottlieb Steen & Hamilton LLP (featured in the Sponsor Spotlight on page 1), we held our inaugural **Diversity Career Fair & Expo**. The Diversity Career Fair & Expo featured select public sector and corporate sector employers who hosted informational sessions, met and greeted interested applicants, and in some instances, conducted first round on-site interviews. Over 100 individuals registered and participated in the career fair and over 25 employers hosted informational tables, accepted resumes, or conducted interviews.

In addition, attendees had an opportunity to meet members of AABANY's Career Placement Committee and receive career advice as well as learn more about other job openings. It was a tremendous success and AABANY will look to build upon this foundation in 2016. It was recently reported that an AABANY member who received a first round interview at the Diversity Career Fair, received an offer to join the office for which he/she interviewed. We hope to continue to be able to make a difference and provide value to our members in such crucial ways.

Second, I want to congratulate our Pro Bono Committee on the launch of our formal **Pro Bono Program**. This program will provide our members with real opportunities to give back to the community and engage in meaningful pro bono service. AABANY is offering four different pro bono opportunities in the fields of:

- Immigration: representing domestic violence survivors or childhood arrivals;



AABANY President
William Wang

- Housing: assisting low-income tenants with rent and repair issues during one-day clinics;
- Education: representing students in suspension hearings; and
- General: providing legal counseling or administrative assistance at an AABANY Pro Bono Clinic in Chinatown.

And finally, AABANY is very excited to announce the establishment of our **Asia Practice Committee**. Led by Alex Hao of the Jun He law firm and Margaret Ling, our own Board director and Real Estate Committee co-chair, the group has already hosted two very successful events demonstrating tremendous interest from our membership.

In closing, on October 23rd AABANY hosted a large community group including dozens of AABANY members to see the Broadway musical, "Allegiance." With a cast led by George Takei and Lea Salonga, the production shines a historical spotlight on Japanese internment in the United States during World War II.

Just weeks after the official Broadway debut of the show, Japanese internment was again in the national news due to comments made by the Roanoke, Virginia mayor David Bowers. Mayor Bowers defended his limitation of Syrian refugee assistance by citing to the Japanese internment experience. Mr. Takei had the perfect response for Mayor Bowers, inviting Mayor Bowers to come see "Allegiance" as his guest and correcting the clearly misguided statement. Following the horrific Paris terrorist attacks, and the national rhetoric surrounding Syrian refugees who are fleeing those very same terrorists, we are reminded of some very deep scars in American history. I certainly hope productions like "Allegiance" help us learn from our history and ensure that history does not repeat itself. I hope AABANY can be a leader in this movement in 2016. Our 2016 theme is appropriately "Speak Up, Rise Up, Lift Up" – and don't let past mistakes happen again.

Sincerely,

William Wang

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AABANY Co-Sponsors Screening of SHSAT Documentary

By Anna Chen
AABANY Intern

On September 21, 2015, a special preview screening of the new documentary, "Tested," was shown at the Time Warner Screening Room at Time Warner Center. "Tested" follows a dozen racially and socio-economically diverse eighth graders from around the city who are preparing to take the Specialized High School Admissions Test ("SHSAT") in hopes of gaining admission into one of New York City's specialized high schools. The documentary explores some of the controversies surrounding the SHSAT and provides an up-close and personal look into the lives of these students as they deal with the challenges of studying for this difficult and controversial test.

The backdrop of this documentary is a broader educational issue plaguing the New York City educational system: African-Americans and Hispanics make up 70% of the city's school-aged population. However, they represent less than 5% of the student population at the city's specialized high schools. These specialized high schools, Stuyvesant, Bronx Science, and Brooklyn Tech, attract some of the brightest students from around the city. However, admission into these schools is highly competitive. Every year, thousands of exiting middle school students take the SHSAT in order to gain admission into one of



On April 17, 2015, AABANY co-sponsored a forum on the proposed revisions to the Specialized High School Admissions Test. The event featured a panel discussion and clips from Tested, Curtis Chin's documentary about a diverse group of eighth graders struggling to gain admission to one of New York City's elite high schools.

these schools. The SHSAT is the sole determining factor of admission. And, as the film points out, it is predominantly Asian Americans who do well enough to gain admission and eventually dominate the student population at these elite schools.

The sharp disparities between the population of African-Americans and Hispanic students living in the city and the percentage attending these elite schools has led to public outcry in recent years. In 2012, the NAACP Legal Defense and Education Fund filed a lawsuit, challenging these schools' sole reliance on the SHSAT in the admission process. Critics of the SHSAT have called for a reform of the admission process into the specialized high schools. These critics have suggested that admission should not be based on a single test score but rather a holistic evaluation of applicants that would entail interviews and emphasis on extracurricular activities.

Amidst this controversy, the benefits of attending a specialized high school are very evident: quality education that provides a gateway to a better future.

Against this backdrop, the documentary follows the journey of several students, starting from the beginning of their SHSAT preparations months before test day to the moment they receive news of their admission or, in some cases, rejection. In between, the documentary's film crew steps into the homes and classrooms of these students and provides the audience with a raw view into each individual's unique motivations and challenges as test day loomed closer.

The students had different motivations for wanting to gain ad-

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ANNUAL DINNER 2016 Save the Date

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Review: “Racial Diversity in Casting: Changing the Game”

By Anna Chen
AABANY Intern

This year’s AABANY Fall Conference included a panel called “Racial Diversity in Casting: Changing the Game,” which explored the lack of ethnic diversity in much of mainstream media’s casting today.

Jane Chuang, Co-Chair of AABANY’s Intellectual Property Committee, moderated the panel, which featured individuals with extensive experience in the film, television, and media industry. The panelists, who spoke about the current landscape of diversity in casting, included: Jennifer Betit Yen, Esq., President, Asian American Film Lab; Christine Toy Johnson, Actress and Steering Committee member, Asian American Performers Action Coalition; Huseina Sulaimanee, Esq., Counsel, Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA); and Adam Moore, National Director, EEO & Diversity, SAG-AFTRA.

This landscape currently looks promising: “Fresh Off the Boat,” featuring a predominantly Asian American cast, debuted on ABC this year and follows the story of an Asian American family’s adjustment to life in a predominantly white neighborhood. “Allegiance,” a musical about the Japanese American internment camps, premiered on Broadway and features George Takei and other Asian American cast members.

However, the panelists pointed out that despite such progress, on the whole, Caucasians still dominate the landscape both in front of and behind the camera. While the population of Asian Americans in this country has increased in recent years, the percentage of Asian American’s represented on television has actually declined by 2-3%. Aside from the lack of representation, Asian Americans who do get cast tend to be pigeonholed into stereotypical roles. They tend to be cast in roles such as doctors, tiger moms, or characters with accents who are not American-born. This pigeonholing of roles keeps perpetuating some of the stereotypes associated with Asian Americans.

Looking ahead, there are positive signs of change. Although Asian American representation on television shows has decreased by 2-3%, these percentages will likely be in flux. Millennials currently make up 40% of nation’s diverse population. Thus, the panelists projected, in the coming years there will be a higher demand for diverse content.

The low percentage of Asian Americans in media reflects a much bigger problem in media today: the lack of representation of racial minorities as a whole in mainstream media. The panel introduced the audience to a project launched on YouTube called “Every Single Word Spoken by a Person of Color.” This project seeks to create video compilations of all the times a person of color speaks in a certain blockbuster movie. The panel showed the compilation for “Wedding Crashers,” a 2005 blockbuster hit featuring Vince Vaughn and Owen Wilson. Astonishingly, in this 119-minute movie, only 39 seconds of it featured a person of

color speaking on screen!

In addition, the panelists introduced the audience to some of the law pertinent to discrimination in casting.

Title VII of the Civil Rights Act of 1942 makes it unlawful for employers to discriminate on the basis of race, color, religion, sex or national origin. Employees can bring actions against employers under one of two theories: (1) disparate impact, whereby employers use a certain work policy that ends up discriminating against a group (e.g., giving a test that ends up eliminating minorities from being qualified for a particular position); or (2) disparate treatment, whereby employers treat a certain group differently (e.g., giving a test to only African Americans).

In addition, the panel discussed a recent federal case brought in Tennessee, *Claybrooks vs. ABC*. *Claybrooks* involved the allegedly discriminatory hiring of contestant-actors for the “Bachelor” and “Bachelorette.” The two plaintiffs, both African Americans, alleged that the shows intentionally cast only white Bachelors and Bachelorettes, pointing to news articles in which the shows’ producers have feared “potential controversy stemming from an interracial romance.” ABC moved to dismiss, arguing that a ruling for plaintiffs would call into question the legality of a host of networks targeting a specific demographic or audience.

Plaintiffs responded, arguing there should be a distinction between identity themed and non-identity themed shows. Identity-themed shows would be safe from anti-discrimination laws because such shows seek to portray the lives of members of a particular group. In contrast, shows like the “Bachelor” and “Bachelorette” should be subject to anti-discrimination laws because they are not about or geared towards a specific group.

The court rejected Plaintiffs’ arguments, reasoning that “the plaintiffs’ proposed test is inherently unwieldy, threatens to chill otherwise protected speech, and if implemented, would embroil courts in questioning the creative process behind any television program or other dramatic work.”

Many challenges remain for ethnic and racial minorities in the field of entertainment and media. But for those who wish to break into the industry, initiatives such as the Asian American Film Lab are good places to start. The Asian American Film Lab is a non-profit devoted to the promotion and support of gender and ethnic diversity in film and television casting. It engages in education and outreach programming to connect aspiring filmmakers and those interested in the media industry. Some of its activities include workshops, panels, networking events, and film-making competitions. To learn more, visit: www.asianamericanfilmlab.com. ♦



About the Author: Anna Chen is a 2L at St. John’s University School of Law. She graduated in 2014 from the University of Florida, where she double majored in Criminology and International Studies and was heavily involved in the school’s Asian American Student Union.

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mission into a specialized high school. One student wanted to give back to his parents for all the hard work they had done for him. In his mind, this meant obtaining a good education and then a good job. By contrast, another student was taking the test simply because his mother wanted him to. A different student wanted to go to a specialized high school simply because his mother had attended one when she was younger. Other students really grappled with whether or not they wanted to take the test at all. They were uncertain if they wanted to attend school in a high-pressure environment.

Similarly, the students faced individualized challenges during the months leading up to the exam. Aside from attending school during the day, many of the students attended test prep programs in their neighborhoods months ahead of the test. Parents put pressure on them to do well, hoping that their children would have better futures. One student, who identified as a special needs student, expressed concern over time management. He and his mother had to vigorously petition for extra time on the test. Another student questioned whether a specialized high school even fits his interests. He said that even if he were to be admitted, he might ultimately choose a technology school that would foster his particular interest in becoming a computer programmer.

Broader societal issues perhaps explain the low percentages of African Americans and Hispanics at specialized high schools.

While chronicling the students' stories, the documentary also interestingly points out that perhaps the controversy is not so much that one racial group dominates the student population at these specialized schools. Rather, the problem is that African Americans and Hispanics are attending lackluster elementary schools that are overcrowded, lack resources, and lack good teachers. Because of these educational barriers early on, students from these racial groups simply are not prepared for the content on the SHSAT. These broader, societal issues perhaps explain the low percentages of African Americans and Hispanics at these specialized high schools.

At the conclusion of the movie, the documentary director, Curtis Chin, made an exciting announcement to the members of the audience: he had just been informed that the White House has expressed interest in holding a screening of the movie. Following this announcement, a Q&A session and reception with the cast and crew was held. Many of the students featured in the film attended the screening and answered questions from the audience.

The screening was co-sponsored by Turner Asia, Asian Pacific Employee Exchange at Time Warner, Parents Exchange, Korean American League for Civic Action, and Asian American Bar Association of New York. ♦



About the Author: Anna Chen is a 2L at St. John's University School of Law. She graduated in 2014 from the University of Florida, where she double majored in Criminology and International Studies and was heavily involved in the school's Asian American Student Union.



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AABANY Third Quarter 2015 Review

By Simone Nguyen
AABANY Program Associate

AABANY's third quarter was one of our busiest and most productive yet, including our most successful Fall Conference to date, with approximately 400 attendees. We continued our theme of "Charting New Frontiers" from August through October, offering many meaningful and productive panels, programs, opportunities for community outreach, and networking events.

Our roster of thirty-one committees has now been augmented with the addition of the Asia Practice Committee. Our new Issues Committee Co-Chairs are Christopher M. Kwok, Song Kim, and Yan Cao. AABANY also began a joint membership discount program with the South Asian Bar Association of New York to encourage membership growth.

Awards & Recognitions

AABANY recognizes the many members of its community, achieving great success across many different fields of law. We congratulate the following members:

- **Hon. Peggy Kuo**, Formerly Deputy Commissioner and General Counsel of the New York Office of Administrative Trials and Hearings, who was appointed as United States Magistrate Judge for the Eastern District of New York, and who was featured in *World Journal*;
- **Joon H. Kim**, Deputy U.S. Attorney for the Southern District of New York, who was profiled in *Bloomberg Business*;
- **Glenn Magpantay**, LGBT Committee Chair, who spoke about LGBT issues in the Asian Pacific American community on NBC's *Comcast Newsmakers*;
- **Austin So**, In-House Counsel Committee Co-Chair, who was profiled in the September 2015 *Practical Law Journal*, was named one of *New Jersey Law Journal's* Diverse Attorneys of 2015, was named one of Council of Urban Professional's Catalysts for Change in Law, and one of *Philadelphia Business Journal's* 2015 Corporate Counsel Award recipients;
- **Irene Chiu**, VP and General Counsel of GCA Therapeutics, who was honored by the National Diversity Council as one of the recipients of the Most Powerful and Influential Women Award at their Tri-State Diversity & Leadership Conference;
- **Parkin Lee**, Advisory Committee Member, who was named CEO of Rockefeller Group Investment Management;
- **Anita Wu**, Government Service & Public Interest Committee Co-Chair, who was honored with a Pioneer Spirit Award at Asian Americans for Equality's 8th Annual Community Development Conference;
- **Jean Lee**, Past President, who was spotlighted on the Council of Urban Professional's website as one of its Catalysts for Change in Law;
- **Andrew Hahn**, Past President, who was quoted in *The Economist's* "The Model Minority is Losing Patience," on October 3, 2015;

- **Michael Park**, Career Placement Committee Co-Chair, whose firm Consovoy McCarthy Park celebrated its first anniversary;
- **Vinoo Varghese**, Former Board Director, who was quoted in *New York Law Journal's* "Question of Partial Verdict Raised by Dewey Judge," by Christine Simmons;
- **Helen Wan**, Author of *The Partner Track*, who was honored by the New York Chinese Cultural Center; and
- **Pauline Yeung-Ha**, Board Director, who was honored at the Chinese Planning Council, Inc. – Brooklyn Branch's 36th Anniversary Gala.

Special Events

September 19, 2015 AABANY held its largest and most successful **Fall Conference** to date at the offices of Cleary Gottlieb Steen & Hamilton LLP (see page 1).

September 19, 2015 Led by Membership Secretary and Career Placement Committee Co-Chair Irene Tan, the **Inaugural Diversity Career Fair & Expo** was held at our Sixth Annual Fall Conference: Charting New Frontiers. The Diversity Career Fair & Expo featured select public sector and corporate sector employers who hosted informational sessions, met and greeted interested applicants, and in some instances, conducted first round on-site interviews. Several applicants were pre-screened for the interviews, leading to a productive session of interviews on the day of the Fall Conference. In addition, attendees had an opportunity to meet members of AABANY's Career Placement Committee and receive career advice as well as learn more about other job openings.

October 23, 2015 AABANY joined with the Asian American Arts Alliance, Association of Asian American Yale Alumni, Binghamton University Asian and Asian American Alumni Council, Cornell Asian Alumni Association,



FF Fraternity, Harvard Asian American Alumni Alliance, Harvard Business School Asian American Alumni Association, Kollaboration New York, and Wellesley Asian Alumnae Alliance for a **Night at the Theater** to see the musical "**Allegiance**," starring George Takei and Lea Salonga. A total of 128 people from the nine organizations signed up for the group outing. Attendees gathered for a pre-show networking reception at Hurley's Saloon, next door to the theater. The play received positive reviews from our group: The story was

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powerful and moving, the performances were stellar and the sets were visually stunning. It was great to see so much Asian American talent on stage and even better to see a play about the Asian American experience, something that is sorely lacking in mainstream culture today. After the performance, our group stayed for a post-show talkback with the cast that included stars George Takei, Lea Salonga and Telly Leung. Their thoughtful and insightful remarks about the show and the history behind it capped off a wonderful night at the theater.

Panels & CLEs

August 13, 2015 AABANY held an **Asia Practice Committee General Interest Meeting and CLE Program** at Wachtell, Lipton, Rosen & Katz. With about 60 attendees, the event was at capacity. The general interest meeting, led by Executive Director Yang Chen, began with a discussion about the need for an Asia Practice Committee within AABANY and so-



liciting interest from among the attendees in helping to launch it. Alex Hao, a partner at Jun He who helped AABANY organize the event, expressed that now was a great time for AABANY to start an Asia Practice Committee, with the high level of activity currently taking place between the United States and Asia. The CLE covered Latest Legal Developments in China and Their Impact on US Companies. All attendees received 1 CLE credit in Areas of Professional Practice. After the conclusion of the CLE program, the guests enjoyed a reception with wonderful food and drinks courtesy of Wachtell.

August 13, 2015 AABANY's Labor & Employment Law Committee teamed up with the Metropolitan Black Bar Association's ("MBBA") Labor & Employment



Law Committee and the New York State Bar Association's ("NYSBA") Labor & Employment Law Section for a joint **Networking Your Brand** program at Morgan Lewis.

The panelists shared their perspectives on branding and how

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AABANY @ NAPABA

November 5-8, 2015 New York once again made a strong showing at the Annual National Asian Pacific American Bar Association ("NAPABA") Convention, which was held this year in New Orleans, Louisiana and brought together over 1,500 Asian Americans from all across the nation.

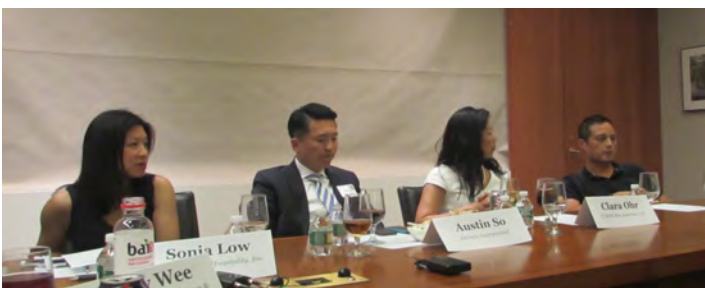
Josh Hsu, former law clerk to the Hon. Denny Chin, and Karen Wu, past Co-Chair of the Pro Bono and Community Service Committee, were recognized with **NAPABA Best Under 40 Awards**. The **NAPABA Civil Rights Committee**, formerly chaired by AABANY co-founder Rocky Chin, took home the **NAPABA President's Award**. Meanwhile, AABANY co-chairs—Vincent Roldan, Dwight Yoo, Lige Gu, Jenny Lee, Jane Chuang, and Chris Kwok—ran the show during NAPABA Committee Meetings. AABANY members and friends also made New York proud by sharing their expertise on the following panels and programs:

- **Solo/Small Firm Boot Camp**, featuring Eve Guilleran; Edward Kang, Mentorship Program Coordinator; and Tsui Yee, Immigration & Nationality Law Committee Co-Chair
- **Asian Pacific Americans in Alternative Dispute Resolution: A New Frontier**, featuring Theodore K. Cheng, Litigation - ADR Sub-Committee Chair
- **Lessons from Detroit: Advising Municipalities in Distress**, featuring Commercial Bankruptcy & Restructuring Committee Co-Chair Vincent Roldan
- **The ABCs of Insurance Panel Counsel**, featuring KALAGNY Immediate Past President Kyun Yi
- **Surviving The Lion's Den: A Young Lawyer's Guide to Navigating Office Politics**, featuring Blossom Kan, In-House Counsel Committee Co-Chair
- **Fishy Justice: SCOTUS Takes on Prosecutorial Discretion & Overcriminalization**, featuring Vinoo Varghese, Former Board Member
- **The New Hollywood: How Technology is Transforming Entertainment Media**, featuring Vernon Chu
- **Shattering Double Ceilings: How to Increase APA Women Leaders in Law**, featuring Jennifer H. Wu
- **NAPALSA - Social Justice, Clerkships & Government Jobs, and Alternative Careers for JDs**, featuring Hon. Doris Ling-Cohan
- **Luncheon & Plenary Session: The Voting Rights Act 50 Years Later: A Call to Action**, featuring Jerry Vattamala
- **Asian-American LGBT Attorneys & The Bamboo Closet: To Stay In or Not?**, moderated by Connie Montoya
- **Many Pros, Few Cons - More and More Lawyers Turning to Compliance**, featuring Julie Kwon, Former Mentorship Program Coordinator, and Robert Shin; Chaired by Michelle Rhee, Advisory Committee Member
- **Secret Handshakes: Practical Leadership and Professional Development Skills for APAs**, moderated by Michael Yap
- **The 50th Anniversary of the Voting Rights Act: What's Happened and What Does it Mean for 2016?**, moderated by Jerry Vattamala
- **Sorry, I Thought You Were the Interpreter - When It's Lawyers Who Are Being Profiled**, featuring David Lat
- **Rising Waters: Practical Tips on Making It Rain**, featuring Rio Guerrero, Immigration & Nationality Law Committee Co-Chair
- **The Ins & Outs of Becoming an Administrative Law Judge: A View from the Bench**, moderated by Hon. Doris Ling-Cohan
- **Breakfast & Plenary Session: Women Leaders in Public Service**, featuring 2015 AABANY Women's Leadership Award Recipient Jenny R. Yang and 2016 AABANY Women's Leadership Award Recipient Michelle K. Lee
- **Paradox of Abundance: The Ups & Downs of \$50/Barrel Crude Oil**, featuring Clara Ohr, Immediate Past President
- **Strategies for Effective Advocacy in Combating Human Trafficking**, featuring Song Kim, Issues Committee Co-Chair
- **Justice for All: LGBT Civil Rights & the API Community**, moderated by Glenn Magpantay, LGBT Committee Chair, and Carmelyn Malalis
- **Why and How to Become a Law Professor: Advocacy for APAs Through Legal Scholarship**, featuring Elaine Chiu
- **NAPALSA Pre-Law Conference**, featuring Christina Nguyen, Former AABANY Intern
- **General Counsel Roundtable**, featuring Don Liu, Advisory Committee Member, and Ivan Fong, 2016 AABANY Corporate Counsel Leadership Award Recipient
- **AABANY Trial Reenactment: The Vietnamese Fishermen and The Ku Klux Klan**, led by Hon. Denny Chin and Kathy Hirata Chin

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they established a brand in their legal practice and offered practical advice during the question and answer segment. They shared their experiences drawn from their diverse legal backgrounds in the private and public sector, as well as in their positions as corporate counsel or independent arbitrators. Moderated by our Vice President of Finance & Development and Labor & Employment Law Committee Co-Chair William Ng and MBBA Labor & Employment Law Committee Chair Tanya Blocker, the panelists included the following attorneys: Sheila S. Boston, Partner, Kaye Scholer LLP; Theodore K. Cheng, Partner, Fox Horan & Camerini LLP and Independent Arbitrator/Mediator; Thomas Giovanni, Executive Assistant Corporation Counsel for Government Policy for the New York City Law Department; Sonya D. Johnson, Senior Counsel, National Grid USA; and Rosemary A. Townley, Arbitrator. More than fifty people attended the program. After the program, the attendees networked with the panelists and enjoyed a reception, courtesy of Morgan Lewis.

September 9, 2015 AABANY held a **How to Pitch** panel in advance of the Fall Conference's Pitch Sessions. Panelists shared their opinions that 90% of the time, a person has made his mind up before the pitch, and 100% of the time you spend with a person could be a part of the pitch you give them one day. Moderated and hosted by Corporate Law Committee Co-



Chair Larry Wee of Paul Weiss, the panelists included: Sonia Low, The ONE Group; Austin So, Heraeus; Clara Ohr, LUKOIL Pan Americas; and Bobby Liu, MD Sass. Vice President of Programs and Operations Marianne Chow, Larry Wee, and George Hang organized the panel.

October 14, 2015 The IP Committee, Career Placement Committee, Young Lawyers Committee, and the Membership Committee hosted **Landing Your First Corporate Gig: Tips for Counsel** in the 308at156 Art Gallery at Lee Anav Chung White & Kim LLP. Moderated by IP Committee Co-Chair Stacy Wu, the panel consisted of: Charles Chen, Deputy General Counsel, Intellectual Property, HICKIES; Lee Pham, Di-



rector of Global Intellectual Property Strategy, American Express; Gene Rhough, VP, Business & Legal Affairs, Global Digital Business, Sony Music Entertainment; and Jeff Tang, Intellectual Property Attorney, IBM. Panelists shared their experiences of taking the initiative in their own training and discovering what makes an attorney essential to a corporation – showing enthusiasm and adding value. They also discussed the importance of keeping yourself engaged to prevent your career from plateauing.

September 10, 2015 & October 15, 2015 Our Tax Committee remained active in the professional development of its members. They continued their dinner group series, with a dinner discussion on the Foreign Investment in Real Property Tax Act of 1980 on September 10. They also held a Peer Group Mentoring event on October 15.

Community Outreach



September 13, 2015 **AABANY Ran for the Cure** with the Susan G. Komen Foundation in Central Park. Those running included President Will Wang; Immediate Past President Clara Ohr; Vice President of Programs and Operations Marianne Chow; Miyun Sung, Women's Committee Co-Chair and Organizer; Jack Chen, Membership Committee Co-Chair; and Grace Lee.

September 21, 2015 AABANY's Issues Committee presented a **screening of the film "Tested"** at the Time Warner Screening Room at Time Warner Center (see page 3).

October 21, 2015 At the 308at156 Art Gallery of Lee Anav Chung White & Kim LLP, AABANY's Women's Committee teamed up with KALAGNY to host a **Networking Benefit for the New York Asian Women's Center (NYAWC)**. A

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33-year-old organization that supports women and families, NYAWC provides multi-lingual support programs for families from all cultural backgrounds offering shelter services, job training, and counseling. Supporters, friends, and early pioneers of the program joined us this evening. Many representatives shared the wonderful work and support provided by NYAWC for victims of domestic abuse and human trafficking. Among the speakers that evening were Hon. Doris Ling-Cohan, NYS Supreme Court, Appellate Term, 1st Department, and a Founding Member of NYAWC, who shared stories of personally picking up survivors in her own car and bringing them to a safe place.



October 24, 2015 On a crisp autumnal morning, AABANY's Young Lawyers Committee "Spruced Up Chinatown" with New York Cares. Meeting in Sara D. Roosevelt Park, AABANY so-

journeyed over to the islands on Allen Street to clear the litter, weeds, cigarette butts, and who-knows-what-else to leave a small part of Chinatown refreshed and revitalized. After a hard morning's work, the AABANY team rewarded itself with a hearty dim sum meal at Jing Fong.

October 27, 2015 AABANY's Student Outreach Committee hosted a **Resume Review Workshop** with New York University School of Law's Asian Pacific American Law Students Association with about 30 students in attendance. They recruited attorneys to meet with students in small groups to critique resumes and offer tips and advice. Following critique from previous job skills workshops, the Student Outreach Committee endeavored to provide the students with more face-to-face time with attorneys who could mentor them and provide direct advice.

Networking

August 9, 2015 AABANY members and their family and friends gathered at the Great Lawn in Central Park for the annual **AABANY Summer Picnic**. The weather was perfect on this Sunday afternoon for everyone to toss around a few frisbees. Attendees enjoyed delicious Vietnamese banh mi



sandwiches and an assortment of drinks and snacks were also provided. The Young Lawyers Committee, Tax Committee, and Litigation Committee planned and organized this fun event.

August 20, 2015 AABANY hosted its **End-of-Summer Happy Hour** at the Ainsworth Park, organized by Young Lawyers Committee Co-Chair and Mentorship Program Coordinator David Sohn. The event was attended by around 40 people, and was an opportunity to learn about the 2015-2016 Mentorship Program as well as the Fall Conference.



October 26, 2015 AABANY's LGBT Committee co-sponsored the **7th Annual LGBTQ Reception** held by National Queer Asian Pacific Islander Alliance (NQAPIA) at Skadden Arps. The reception cele-

brated the diversity within the LGBT and Asian American and South Asian communities. It also provided support to LGBT API attorneys in corporate, commercial, government, and public interest practice. AABANY's LGBT Co-Chair Glenn Magpantay, who also serves as NQAPIA's Executive Director, gave a warm welcome to all attendees. Matthew Skinner, LeGal's Executive Director was also hand and gave brief remarks. New York City Commissioner on Human Rights Carmelyn Malalis, who was also recently honored by the Asian American Law Fund of New York at their Annual Summer Reception, was the honoree and keynote speaker. The reception drew a very strong turnout, including Judge Doris Ling-Cohan, one of the very first jurists to rule in favor of same-sex marriage in a 2005 New York case. AABANY's Corporate Law Committee Co-Chair Dwight Yoo and his firm Skadden Arps generously hosted the reception.

October 27, 2015 AABANY's Pro Bono & Community Service and Government Service & Public Interest Committees teamed up for a **Pro Bono Mixer** at Singl Lounge to spread the word about their upcoming pro bono projects. AABANY is currently offering different opportunities to give back in immigration,



housing, education, and general pro bono work. The mixer drew about 40 people throughout the night from various different sectors and stages of career. ♦



About the Author: **Simone Nguyen** is AABANY's Program Associate. She is a graduate of Columbia University, where she studied English and Comparative Literature and East Asian Languages and Cultures.

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The Inaugural Diversity Career Fair & Expo at the Sixth Annual Fall Conference featured public sector and corporate sector employers who held informational sessions, met interested applicants, and in some cases held first-round interviews.

Employers hosting first-round interviews included:

- Bronx County District Attorney's Office;
- Kings County District Attorney's Office;
- Nassau County District Attorney's Office;
- New York City Law Department;
- New York County District Attorney's Office;
- Queens County District Attorney's Office; and
- Success Academy Charter Schools.

Employers hosting information tables included:

- Bronx County District Attorney's Office;
- Financial Industry Regulatory Authority (FINRA);
- International Business Machines Corporation (IBM);
- JPMorgan Chase;
- Kings County District Attorney's Office;
- Legal Aid Society of Northeastern NY;
- Manhattan Legal Services;
- MassMutual Financial Group;
- Mental Hygiene Legal Service;
- NBCUniversal;
- Office of the New York State Attorney General;
- Queens County District Attorney's Office;
- Queens Legal Services;
- RGP Legal;
- Richmond County District Attorney's Office;
- Success Academy Charter Schools; and
- US Attorney's Office, Southern District of New York;
- US Attorney's Office, Eastern District of New York (Civil Division);
- U.S. Navy JAG Corps.

blazer Award, which honors an accomplished leader in the legal profession of Asian Pacific American (APA) descent or dedicated to APA issues who has carved a path for others to follow, served the community as a mentor and role model, and has made a lasting impact on the APA community through his or her dedication and commitment. As a long-time attorney and community activist, Rocky has extensive experience working with the Asian American community and his civil rights track record spans decades. His work in the Asian American community includes creating and teaching some of the first Asian American studies courses in the country, serving as a founding member of AABANY's Board of Directors and serving as the Board President of the Asian American Arts Alliance, to name a few. In the area of civil rights, he served as Assistant Deputy Commissioner for Community Relations at the New York City Commission on Human Rights and as Director of the Office of Equal Opportunity & Diversity at the New York State Division of Human Rights before assuming his current position as the EEO investigator at the New York State Insurance Fund.

The feedback we have received from our presenters and attendees about this year's Fall Conference has been extremely posi-

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groups are comprised of lawyers from varying practice areas and levels of seniority, including partners.

The East Asian and SESAME groups conduct professional development programs, organize social activities, participate in recruiting efforts and raise awareness about topics relevant to the members of the groups. Perhaps more importantly, the groups help create and strengthen opportunities to develop professional relationships between senior and junior lawyers.

The affinity groups also host several events throughout the year that both support the members of our East Asian and SESAME groups and invite their colleagues to interact and engage in thoughtful dialogue about contemporary topics. In 2015, the East Asian and SESAME affinity groups presented an alumni panel; celebrated Asian Pacific American Heritage Month with an evening of artists and performers; hosted summer and fall welcome dinners for new associates; and presented a panel discussion on the resettlement of refugees from the Middle East into the U.S. The firm was also proud to host AABANY's Sixth Annual Fall Conference, *Charting New Frontiers*.

Cleary's commitment to diversity goes well beyond our affinity groups—it's part of the structure of the firm and how we practice law. With over 30 years of experience doing legal work in Asia, Cleary has a longer history in the region than most other international firms. With offices in Beijing, Hong Kong and Seoul and approximately 60 resident lawyers, many of whom are fluent in Chinese or Korean in addition to English, our Asia practice handles the largest and most innovative transactions both for clients based in Asia and those doing business in the region. Because we are a fully global partnership, Cleary's clients in Asia, and around the world, benefit from the intimate knowledge of local law and business custom our lawyers bring to every transaction.

In early November Cleary announced its slate of newly elected partners and counsel, and two of our Asian-American lawyers were elevated to new positions: Rishi Zutshi was elected to Cleary's global partnership, and Humayun Khalid was elected to counsel. Overall, the seven new partners and seven counsel named in 2015 come from a range of diverse backgrounds and international locales, demonstrating the firm's belief that the more diverse our cohort of lawyers becomes, the stronger we are as an institution. ♦

tive. We could not have executed such a successful conference without the generosity and support of Cleary Gottlieb, the high-caliber programming put together by our Program Chairs and presenters, the tireless efforts of our volunteers and Fall Conference Planning Committee members and the participation of our members and friends. On behalf of AABANY, we thank you for being part of this special event and we hope to see you again at the 2016 Fall Conference. ♦



About the Author: *Marianne Chow* is AABANY VP of Programs and Operations, and former Co-Chair of the Women's Committee. She is a counsel at Hearst Corporation, where she is a member of the international corporate team in the Office of the General Counsel.

AABANY • MEMBERSHIP APPLICATION



Asian American
Bar Association
of New York

Asian American Bar Association of New York

The Asian American Bar Association of New York was formed in 1989 as a not-for-profit corporation to represent the interests of New York Asian American attorneys, judges, law professors, legal professionals, legal assistants, paralegals and law students. Today AABANY has over 1100 members.

The mission of AABANY is to improve the study and practice of law, and the fair administration of justice for all by ensuring the meaningful participation of Asian Americans in the legal profession.

Member Benefits and Activities

- **LEARN**
Attend interesting and relevant Continuing Legal Education ("CLE") accredited programs on a wide range of topics for free or at discounted rates.
- **NETWORK**
Connect with a diverse network of attorneys in every type and size of practice in a variety of networking settings, including social, community service, and physical wellness events.
- **COLLABORATE**
Get involved in the organization by joining one of AABANY's 30 different committees, participating in AABANY's Mentorship Program, or volunteering at one of our signature events.
- **ACCESS**
Access AABANY's members-only career center database for legal job openings and consult with AABANY's Career Placement Committee for targeted job advice/guidance.
- **CONNECT**
As an Active Member, get a free membership in the National Asian Pacific American Bar Association "NAPABA" and connect with a vast network of APA attorneys in North America, from coast to coast and in Canada.
- **GROW**
Take on a leadership role within a committee, highlight your practice by speaking on a panel, and raise your profile in the legal community.
- **SAVE**
Get discounted memberships at other bar associations and discounts on entertainment, travel, and shopping with the Working Advantage Program.

Membership Types

- A Active Member** – Any attorney admitted in any state, territory or possession of the United States, the Commonwealth of Puerto Rico, the District of Columbia, or foreign country jurisdiction who works and/or resides in New York State.
- Annual Fees: Private Sector (10 or less years since admission) - \$75
Private Sector (More than 10 years since admission) - \$125
Public Sector - \$40
- B Associate Member** – Any attorney admitted in any state, territory or possession of the United States, the Commonwealth of Puerto Rico, the District of Columbia, or foreign country jurisdiction who does not work or reside in New York State.
- Annual Fee: \$50
- C Law Student Member** – Any individual enrolled at an American Bar Association accredited law school who resides or attends a law school in New York State or intends to sit for the New York State Bar Examination, or any graduate of an ABA-accredited law school who is pending admission to the New York State bar and works or resides in New York State.
- Annual Fee: \$15
- D Affinity Member** – Any individual supporting the legal community who is not a licensed attorney, law school graduate, or law student.
- Annual Fee: \$30

AABANY

45 ROCKEFELLER PLAZA, 20TH FLOOR, NEW YORK, NY 10111
MAIN@AABANY.ORG | (718) 228-7206 | JOIN ONLINE AT WWW.AABANY.ORG



APPLICANT INFORMATION

MEMBERSHIP APPLICATION



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Bar Association
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Employment Information

FIRM OR ORGANIZATION NAME
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Membership Type

I WOULD LIKE TO: ☐ JOIN ☐ RENEW

A Active Member Please select one of the following categories:
☐ Private Sector (10 or less years since admission) - \$75
☐ Private Sector (More than 10 years since admission) - \$125
☐ Public Sector - \$40

B Associate Member - \$50
C Law Student Member - \$15
D Affinity Member - \$30

Contact Preferences

SEND EMAIL TO: ☐ HOME ☐ WORK ☐ DON'T SEND EMAIL

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AABANY IS THE NEW YORK AFFILIATE OF NAPABA. SHARE INFO WITH NAPABA? ☐ YES ☐ NO

PROVIDE CONTACT INFORMATION IN THE DIRECTORY? (Check all that apply) ☐ HOME ☐ WORK ☐ DO NOT LIST

Profile

LAW SCHOOL: GRADUATION YEAR:
PROGRAM: ☐ JD ☐ LL.M. ☐ SJD/PH.D. STATE BARS ADMITTED: ☐ NY ☐ NJ ☐ CT ☐ OTHER ☐ PENDING YEAR FIRST ADMITTED:
☐ FIRM/SOLO PRACTICE ☐ IN-HOUSE ☐ GOVERNMENT ☐ JUDICIARY ☐ STUDENT ☐ EDUCATOR ☐ NON-PROFIT/PUBLIC INTEREST ☐ OTHER
PRACTICE AREA(S):
NON-ENGLISH LANGUAGES:

Committee Participation - I WOULD LIKE TO PARTICIPATE IN (CHECK ALL THAT APPLY)

☐ ACADEMIC	☐ FINANCE	☐ LABOR & EMPLOYMENT LAW	☐ PROFESSIONAL DEVELOPMENT
☐ AUDIT	☐ GOVERNMENT SERVICE & PUBLIC INTEREST	☐ LGBT	☐ PROSECUTORS
☐ AWARDS	☐ IMMIGRATION & NATIONALITY LAW	☐ LITIGATION	☐ REAL ESTATE
☐ CAREER PLACEMENT	☐ IN-HOUSE COUNSEL	☐ MEMBERSHIP	☐ SOLO & SMALL FIRM PRACTICE
☐ COMMERCIAL BANKRUPTCY & RESTRUCTURING	☐ INTELLECTUAL PROPERTY	☐ MILITARY & VETERAN AFFAIRS	☐ STUDENT OUTREACH
☐ COMPENSATION	☐ ISSUES	☐ NEWSLETTER	☐ TAX
☐ CORPORATE LAW	☐ JUDICIARY	☐ NOMINATIONS	☐ WOMEN'S
		☐ PRO BONO & COMMUNITY SERVICE	☐ YOUNG LAWYERS

☐ CHECK ENCLOSED (MAKE CHECKS PAYABLE TO ASIAN AMERICAN BAR ASSOCIATION OF NEW YORK)

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