AABANY Celebrates Asian Pacific American Heritage Month

By Angela Yoon

Throughout May, AABANY celebrated Asian Pacific American Heritage Month in May with a full calendar of panels, talks, and gatherings. The wide range of events reflected on the history of Asian Pacific Americans, celebrated their successes, and painted a vision of the future of Asian Pacific Americans within the greater fabric of American society.

The seeds of what would eventually become APA Heritage Month were planted in 1977, when Reps. Frank Horton of New York and Norman Y. Mineta of California introduced a House resolution that would create Asian-Pacific Heritage week. A similar bill was introduced in the Senate later that year by Senator Daniel Inouye of Hawaii. While both bills initially failed to pass, President Jimmy Carter eventually signed into law Joint Resolution 1007 on October 5, 1978, formally designating the first ten days of May as Asian/Paciﬁc American Heritage Week. In 1990, President George H. W. Bush signed a bill passed by Congress that extended APA Heritage Week from the first ten days of May to the entire month. The month of May was chosen to remember and commemorate the arrival of America’s first Japanese immigrants and the completion of the transcontinental railroad, which relied heavily on the efforts of Chinese immigrants.

This year, AABANY kicked-off the month on May 7th with a roundtable discussion at Proskauer Rose LLP led by Glenn D. Magpantay, AABANY’s LGBT Committee’s co-chair. At this event, Acting Attorney General, Barbara Underwood, Congresswoman Grace Meng (D-NY), and AABANY Executive Director Yang Chen spoke at the AG’s AHM Celebration on May 30th.

In this issue of the Advocate, we turn the spotlight on the Waterfall Mansion and Gallery, and its owner and founder, Kate Shin. Kate Shin graciously hosted AABANY’s annual Summer Soiree, formerly known as the Wine Tasting and Networking Reception, this year at the Waterfall Mansion and Gallery. Co-organized by the In-House Counsel Committee and the Corporate Law Committee, the Summer Soiree brings together senior in-house lawyers and senior law firm attorneys and partners to network and build professional relationships. Surrounded by hundreds of unique works of art, attendees enjoyed drinks, hors d’oeuvres, and conversations during this marquee AABANY event held on June 13.

Shin, originally a real estate developer and investor, took charge of the Waterfall Mansion eight years ago. The mansion was previously a home and studio to two prominent designers, Leslie and D.D. Tillett, whose prints were sought out by collectors such as Claire McCardell and Jacqueline Kennedy. Today, under Shin’s care, the five-story mansion also serves as a gallery, with every room and every floor carefully decorated with contemporary artwork. The mansion also features a sleek kitchen, a tranquil terrace, and a rooftop with a view of the surrounding Manhattan skyline. On the first floor of the gallery, there is a 22-foot tall waterfall, which Shin and architect Toshiko Mori designed during renovations. It’s a personal touch for Shin, whose childhood homes in Korea had waterfalls nearby.

With her close connection to both Asia and the United States, Shin highlights the stories and styles of many Asian Pacific American artists. Rather than curating artworks based on the colors or the medium, Shin selects artworks based on the artists and their stories. She hopes people will realize that the art at the Waterfall Gallery “is not about the visual, but there is a story of artists behind it.” Referring to herself as a “mother of almost 350 international artists,” she values the artists and building relationships with them. She supports the artists by nurturing them through advisement, counseling, and building trust.

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.

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AABANY ADVOCATE
Asian American Bar Association of New York

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Dear AABANY members and supporters:

In May, the Asian American Bar Association of New York (“AABANY”) celebrated Asian Pacific American (“APA”) Heritage Month through numerous programs designed to highlight issues important to the local APA legal community.

On May 15th, AABANY, in conjunction with Asia Society, held a compelling program — “Here to Stay: The Asian-American Immigrant Experience” — addressing the plight of undocumented Asian children in the United States. AABANY’s program featured four Asian storytellers who shared their first-hand accounts of immigrating to the United States.

On May 17th, AABANY and Arnold & Porter hosted a reception and panel discussion featuring the General Counsels of AIG, Bank of America, Bristol Myers Squibb, Visa, Newell Brands, and Carter’s. The high-level GC panelists discussed the challenges in-house attorneys face and their ongoing efforts to advance diversity and inclusion in the workplace and in the legal profession.

On May 31st, AABANY held its annual judge’s reception at the U.S. District Court for the Southern District of New York, where we honored our newest state and federal judges, and recent retirees. We were particularly thrilled to have Barbara D. Underwood, Attorney General for the State of New York, as our keynote speaker.

Other events in May included:

- An evening of celebration of Asian Americans in public service;
- Special advance screening of “The Chinese Exclusion Act” documentary;
- APA Heritage Month Celebration at the New York State Attorney General’s Office; and
- “22 Lewd Chinese Women” trial reenactment.

Details about these and other APA Heritage Month events can be found in the rest of this issue.

Furthermore, this month marked the beginning of our monthly Membership Happy Hour series, which aims to provide our members an opportunity to meet and socialize with other members and introduces non-members to AABANY and its leaders and committees. The monthly happy hours will be held the third Wednesday of every month at the latest and trendiest venues throughout the City.

Finally, we will be holding our annual Fall Conference on Saturday, September 22, 2018 at Fordham Law School. We hope you will join us at the Fall Conference where we will hold numerous CLEs that touch on cutting edge legal issues, and feature a dynamic group of panelists and speakers.

Very truly yours,

James R. Cho
AABANY President-Elect

We would like to congratulate and recognize the following AABANY members:

- Past AABANY president Susan Shin, partner at Arnold & Porter, received the 2018 Diversity & Inclusion Champion Award from the New York City Bar Association;
- Diane Gujarati, AABANY Board member, was nominated to be a United States District Judge for the Eastern District of New York; and
- Irene Tan, AABANY Board member, and Karen Kim, KALAGNY President, were named Distinguished Alumni by the Brooklyn Law School APALSA.

Since our last issue, our members continued to receive recognition for their work and achievements, and for further advancing APAs in the legal profession.

The AABANY newsletter endeavors to share in a non-partisan fashion information of concern to the Asian American legal community of New York. The officers and directors of AABANY do not necessarily share or endorse any particular view expressed in articles published in this newsletter. Statements published herein are those of persons concerned about the Asian American legal community and willing to share their concerns with their colleagues. Proposed articles or letters to the editor should be sent to AABANY Newsletter. Asian American Bar Association of New York; 45 Rockefeller Plaza, 20th Floor, New York, New York 10111 or e-mail: main@aabany.org; submissions may be excluded or edited by virtue of space or other reasons. Private individuals may publish notices and advertisements, which the editors feel are of interest to members on a space available basis at the following rates: $70.00; half page - $120.00; full page - $220.00. For advertising information call AABANY at (718) 228-7206 or e-mail main@aabany.org.

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Here To Stay: The Asian American Immigrant Experience

By: Mai Fukata

From the Chinese Exclusion Act to the 1924 Immigration Act and from Angel Island to Manzanar, throughout American history, anti-immigration policies and repressive acts have specifically targeted Asian Pacific Americans. When many of those policies were gradually repealed in the latter half of the 20th century, the flow of Asian immigration to America increased rapidly, with most APA immigrants arriving after the 1965 Immigration Act.

The conversation about the APA struggle with immigration has remained relatively obscured in discussions about Donald Trump’s xenophobic statements and rhetoric about Latinx immigration. It becomes easy to brush aside the idea that APAs could also be affected by anti-immigration discourses, especially under the guise of the model minority myth, which makes the assumption that all APAs are privileged, wealthy, and almost like white people, compared to other minority groups. That is, unless one is among the numerous undocumented APAs in the U.S. The lack of APA engagement in this discourse is extremely harmful to undocumented APAs as it adds weight to their struggle – they are marginalized even within a marginalized community.

Aiming to amplify and bring forth the experiences of APAs in immigrating to the United States, on May 15th, AABANY and Asia Society presented “Here to Stay: The Asian American Immigrant Experience.” The speakers, Antonio Xu Liu, Xiaodeng Chen, Stephanie Ji Won Park, and Tereza Lee, all bravely recounted their memories of their journeys to this country, and the implications their journeys have had on their lives in the U.S. The speakers’ narratives were followed by a panel discussion moderated by Chris Kwok, Co-Chair of the AABANY Issues Committee and the Asia Practice Committee, along with Steve Choi, the Executive Director of the New York Immigration Coalition, and Rose Cuisin Villazor, a professor of law at UC Davis.

Antonio Xu Liu shared his gripping story about crossing the Mexican-American border in the trunk of a car with his mother. Although their uncertain immigration status has forced Liu to stay quiet to protect himself from authorities, he spoke out at the event to challenge the stigma around undocumented APAs, or what he calls the “unspoken shame.” In speaking about his experience, he advocated for undocumented APAs to support each other by speaking to each other and exchanging resources and knowledge.

The second speaker, Xiaodeng Chen, came from Fujian, China to the United States. He took on work as a deliveryman. Using Chen’s vulnerability against him, his employers and customers mistreated and took advantage of him. Although Chen saw his immigration status as a weakness, he now sees it as a strength that gives him a different perspective and allows him to be more observant and sympathetic towards people.

AALDEF community organizer, Stephanie Ji Won Park, recounted her experience navigating through the American education system and culture as an undocumented APA. Park highlighted the politics of visibility regarding undocumented APAs. Stereotypes that APAs are not undocumented or not from the working class have given Park a sort of privilege as an undocumented person, yet these expectations have also erased her narrative and those of many others. Now working to empower other undocumented people, Park promoted the importance of community organizing and being educated about undocumented persons.
event, attendees engaged in a dialogue pertaining to the various experiences, challenges, and stories surrounding LGBT Asian and South Asian individuals in the legal profession.

On May 15, AABANY co-sponsored “Here to Stay: The Asian American Immigrant Experience,” at Asia Society, where attendees listened to four speakers’ firsthand accounts of their journeys as immigrants to America. Read more about this program in the article on page 3.

Later that week, on the 17th, AABANY held its General Counsel Panel and Reception at Arnold & Porter, where panelists shared their experiences and expertise on various topics relevant to in-house counsel and how they can be more effective in working with their respective companies. Panelists expressed the importance of cohesion between companies and their in-house counsel, as well as the importance of ensuring that their roles as general counsels encourage diversity and inclusion within their respective workplaces.

On Sunday the 20th, AABANY joined an APA Heritage Month celebration of “The Chinese Exclusion Act” at the World Policy Institute. The screening was followed by a discussion with the filmmakers and a Senior Fellow at Asia Society, where attendees engaged in a dialogue pertaining to the various experiences, challenges, and stories surrounding LGBT Asian and South Asian individuals in the legal profession.


AABANY thanks all members and others who attended one or more of our APA Heritage Month events this year, making it one of our most active and memorable APA Heritage Months ever.

About the Author: Angela Yoon is an AABANY Legal Intern and a rising junior at Williams College.

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At the time of the Summer Soiree, the Mansion housed an exhibition titled “Infinite Grace,” which considers the artists’ experiences in New York City, both as outsiders and as members of the community. The exhibition presented an array of narratives through art, which focused on the importance of hope and faith in times of adversity. Artist Jinwon Chang, for example, expresses his faith in God through the use of circular motifs and deep, natural colors. Another artist, Sun Mu, is a North Korean refugee who uses his art to trace his own journey. While the North Korean government exploited his artistic talent to create propaganda, Sun Mu now utilizes his art to portray his experiences defecting from North Korea.

Through the Waterfall Gallery’s fine art leasing program, Shin aims to unite the art world with the corporate world. Shin observed that the art market had no rhythm and that art has often been dealt with as a product rather than intellectual property. In response, she created the art leasing program. This program allows corporate offices and businesses to rent artworks from the Waterfall Gallery. Shin has partnered with top museums, the United Nations, and companies such as Nike, Bergdorf Goodman, and Rolls Royce to bring art to their offices, employees, and clients. She curates for these clients and provides an opportunity for artists to make a regular income that they would not have had if they simply focused on selling their works.

Referring to a Harvard Business Review case study, Shin emphasizes that the “culture care that Waterfall does proves to corporations that this actually is part of business care.” At one hedge fund office, Shin brings in new artwork every six months. When the new art goes up, the employees and clients of the office begin to feel that the company cares about them. Shin states that this leads to company loyalty, which “translates into positive productivity.” Through the leasing program’s mission, Shin breathes life and sustainability into the art world and bridges the divide between artists and the corporate world.

Ultimately, Shin wants those working in firms and companies to experience the strength and positivity that art can bring to their offices. She hopes that, through having beautiful art in their offices, people will understand art not as a product, but as capital and intellectual property of artists that can substantially add to the culture and work ethic of their workplaces. Furthermore, she hopes that other companies, businesses, and firms will join her movement in artful living and take part in the fine art leasing program at the Waterfall Mansion and Gallery.

If you are interested in learning more about the Art Leasing Program or would like to inquire about holding a Private Event or scheduling an Art Exhibition Tour, contact Jiwon Song at jiwon@waterfallmansion.com.

About the Author: Mai Fukata is an AABANY Legal Intern and a rising senior at New York University.
AABANY Activity Report: January through May

By Sarah Lu and Angela Yoon

AABANY started the year strong with a bevy of events, reaching out to co-sponsor exhibits, talks, and more with other institutions around New York City. With a focus on Serving Our Community; Advancing Our Profession, AABANY has made a push to become more and more involved in the wider APA and New York communities, reaching out to strengthen and forge new connections and partnerships.

Special Events

January 18, 2018 AABANY hosted an Exhibit Tour of FOLD - Golden Venture Paper Sculptures at the Museum of Chinese in America in New York City. Led by curator Andrew Rebatta and co-sponsored by the Government Service & Public Interest, Immigration, and Intellectual Property Committees, the event was an exciting and eye-opening introduction to the paper sculptures created by the Golden Venture detainees, who were detained for four years after their ship, the “Golden Venture,” ran ashore in 1993.

February 10, 2018 AABANY co-sponsored Columbia APALSA’s 7th Annual Conference, which was held at Columbia Law School. From APA Representation in the Judicial Branch to Private Sector Leadership, the conference featured a wide array of topics relevant to this year’s theme of “Inspiring the Future: Celebrating APA Leadership in the Legal Field.” AABANY member and trailblazer Kathy Hirata Chin was honored for her efforts and leadership in the APA and legal community with the Hong Yen Chang Award, which was named after the first Chinese immigrant and Asian attorney licensed to practice law in New York.

February 13, 2018 AABANY held its Annual Meeting of Members at Dorsey and Whitney LLP. Members voted on three proposals: the first two would elect the new Board of Directors and Officers for FY 2018, and the last of which amended AABANY’s by-laws to increase the number of the Board Directors from thirteen (13) to nineteen (19), in order to provide for greater operational flexibility for AABANY. All three proposals passed and new officers and directors were elected. After elections, the Committee of the Year, Program of the Year, and Member of the Year Awards were presented to the Immigration Law Committee, the Pro Bono Clinic, and Samuel Lui, respectively.

February 28, 2018 AABANY hosted its Annual Dinner at Cipriani Wall Street, drawing more than 700 attorneys, judges, and others. The theme for 2018 was Serving Our Community, Advancing Our Profession. AABANY honored the following individuals at the event: Alphonso David, Counsel to the Governor, State of New York, Public Service Award; Kathy Hirata Chin, Senior Counsel, Cadwalader, Wickersham & Taft LLP, Women’s Leadership Award; Mark Stefansen, SEVP & General Counsel, HSBC North America Holdings Inc., Corporate Leadership Award; and Hon. Goodwin Liu, Associate Justice of the Supreme Court of California, Impact Award.

March 14, 2018 AABANY co-sponsored a trial reenactment of 22 Lewd Chinese Women: Chy Lung v. Freeman with the Federal Bar Association and the Fordham Law School APALSA in the Moot Court Room at Fordham Law School. The case recounted the legal battles of 22 Chinese women traveling alone to San Francisco in the 1870s who were detained and refused admission because they were deemed to be prostitutes. The case went all the way up to the United States Supreme Court and set precedent on principles of federalism and immigration that remain pertinent to the immigration debate today.

March 22, 2018 At Ichi Cellar, AABANY hosted its first ever Build a Backpack for Kids with Cancer, a special fundraiser where attendees stuffed backpacks with toys, arts & craft supplies, and other goodies for children with cancer. AABANY, KALAGNY, and CAPABA supplied the bags and the goodies, and attendees helped to assemble and decorate the bags. The bags were delivered to NYU Langone Medical Center. All proceeds from the event went to benefit the Han C. Choi Scholarship Fund.

(Continued on page 7)
April 17, 2018 A little more than two weeks into FY 2018, AABANY’s Co-Vice Presidents of Programs and Operations, Jeff Ikejiri and Charles Chen, led a Committee Chairs Kick-off Meeting and Reception at Dechert’s New York office. At this meeting, both new and returning co-chairs of AABANY’s various committees convened to discuss ideas for the upcoming year. After an insightful presentation by Jeff and Charles, the co-chairs collaboratively brainstormed plans for another productive year of CLEs, networking events and community projects for AABANY’s 1000+ members.

Panels and CLEs

January 24, 2018 AABANY members joined lawyers specializing in eDiscovery and Investigations for a dynamic discussion regarding the challenges of setting up investigations, discovery, and document review in China at a panel entitled Investigation & Litigation in China - eDiscovery Challenges.

February 12, 2018 AABANY co-sponsored a Trial Reenactment of Constance Baker Motley, James Meredith, and Mississippi U. with the Metropolitan Black Bar Association. In 1961, James Meredith applied for admission to the University of Mississippi. Although he was qualified, he was rejected -- Meredith was black, and the University had never admitted a black student. Represented by Constance Baker Motley and the NAACP Legal Defense and Educational Fund, Meredith sued in federal court in Mississippi, alleging that the University denied him admission because of his race. In this reenactment, AABANY and the Metropolitan Black Bar Association told the story of Constance Baker Motley and James Meredith and their battle with Ole Miss, based on court transcripts and other writings.

February 27, 2018 The AABANY Real Estate Committee and Solo & Small Firm Practice Committee co-partnered with Flushing Bank, KALAGNY, and MacGregor Abstract to present the CLE panel Please Don’t Sign the Contracts Yet: Due Diligence and Residential Real Estate Contracts. The program focused on due diligence and the NY Disciplinary Rules relevant to attorneys involved in real estate transactions.

March 8, 2018 AABANY’s Student Outreach Committee hosted a Resume Review Workshop for law students at Fordham Law School. Resumes were reviewed by practicing attorneys from a variety of different fields.

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March 15, 2018 AABANY co-sponsored with SABANY a CLE program entitled #MeToo and Harassment in the Workplace: A Roundtable Discussion at the EEOC’s offices on Whitehall Street. The program delved into how sexual harassment in the workplace is brought into conversation, and how through the #MeToo movement, they are pushing for change in the way companies do business.

March 20, 2018 AABANY presented an Anti-Trafficking Initiatives and Immigration Remedies CLE panel at Kirkland & Ellis LLP, in conjunction with local nonprofit Sanctuary for Families. Panelists elaborated on the unique problems that Asian communities face in regard to trafficking, trafficking victims’ eligibility for certain visas, and the attorney-client relationship when taking on a pro bono trafficking case.

March 27, 2018 AABANY’s Asia Practice committee presented a Risks and Strategies for Foreign Companies Involved in US Litigation CLE panel at Paul, Weiss, Rifkind, Wharton and Garrison LLP. The panel discussed the framework and practices of commercial litigation in the U.S., as well as key issues and strategic considerations that foreign companies confront when litigating in the U.S.

March 28, 2018 AABANY, APALA-NJ, KALAGNY, Bank of America, Venable LLP and AmTrust Title Insurance Company co-sponsored a CLE program entitled “Blockchain and Cryptocurrency.” This 2 Credit CLE and networking event was attended by over 75 attorneys. The CLE panel was moderated by Margaret Ling, Co-Chair of the AABANY Real Estate Committee.

May 1, 2018 AABANY’s Immigration Law Committee hosted a CLE panel titled “Secondary Traumatic Stress - Working with Clients with Trauma,” at Dechert LLP. This panel was moderated by Amanda Bernardo, Co-Chair of the Immigration Law Committee, and included speakers such as non-profit immigration attorneys Amy Hsieh of Sanctuary for Families and former immigration judges Carol King and Jeffrey Chase. At the panel, speakers discussed their personal experiences working through the challenges of immigration law and offered effective strategies to deal with topics related to mental health. This event was extremely well-timed and well-received, given that May is designated as Mental Health Awareness Month alongside APA Heritage Month.

January 30, 2018 AABANY co-sponsored the inaugural Korematsu Day Celebration, which was held at the Cantor Film Center at NYU. Throughout the event, guest speakers remarked on the importance of Korematsu in Asian Pacific American History, connecting his legacy to APA community outreach and condemning the parallels between Korematsu’s case and the current Administration’s stances on immigration, deportation, and detention. As moderator and AABANY co-founder Rocky Chin stated in the panel, “We are taking one step forward but two steps back.” While each speaker brought their own expertise to the table—whether it was government, law, or activism—all topics were united around the theme of standing up for what is right. Students from public NYC high schools participating in the Asian American Student Advocacy Program (ASAP) remarked on the importance of ethnic studies curriculums at schools, while panelists from various non-profit organizations such as the Council on American-Islamic Relations (CAIR-NY) emphasized the consequences of current legal decisions on immigrant deportation and detention.

February 3, 2018 AABANY, the National Center for Law and Economic Justice (NCLEJ), and the Asian American Legal Defense and Education Fund (AALDEF) co-hosted a free one-day DACA and Immigration Know-Your-Rights Clinic at Brooklyn Law School. In addition to assisting DACA beneficiaries with renewals, the clinic also summarized the basic requirements for DACA and encouraged attendees to seek out additional resources such as counseling and food assistance.

March 6, 2018 AABANY’s Government Service & Public Interest (GSI) and Pro Bono Committees co-sponsored a Know-Your-Rights Tax Training at the Chinese Consolidated Benevolent Association. The CLE was intended for community members to learn more about federal and state tax filings, especially with the new changes under the recently passed tax plan.

January 10, February 7, and March 14, April 11, May 9, 2018 AABANY held its monthly Pro Bono Legal Clinic at the Chinese Chamber of Commerce, Inc. to provide walk-in legal assistance to the Chinatown community. Over the course of three months, volunteers helped nearly 80 community members.
Networking

February 8, 2018 The AABANY Intellectual Property and In-House Counsel Committees co-hosted a celebratory Joint Lunar New Year Dinner at Shanghai Heping Restaurant in Chinatown. Attendees had the opportunity to mingle over delicious traditional Chinese dishes such as crispy duck, soup dumplings, and fried rice.

February 20, 2018 A Get to Know AABANY Happy Hour & Inter-APALSA Mixer was hosted by the AABANY membership and Student Outreach Committees at District Social. Attendees were able to meet members of AABANY’s Membership and Student Outreach Committees over light appetizers and drinks.

March 28, 2018 After being rescheduled twice due to two Nor’easters, the AABANY Government Service and Public Interest Committee (GSPI) and Pro Bono and Community Service Committee held their Lunar New Year Dinner at the Bite of Hong Kong restaurant in Chinatown. Over 30 committee members and volunteers gathered to socialize and enjoy a delicious ten-course meal - family style, of course! Attendees included incoming AABANY President and former GSPI co-chair James Cho who thanked both committees for their work and encouraged more government and public-interest attorneys to get involved in AABANY.

March 29, 2018 The IP Committee and In-House Counsel Committee joined up for a dim sum dinner at Nom Wah Nolita. IP practitioners from law firm and in-house settings got together in a side room that was dedicated to our party. Attendees got to enjoy the restaurant’s ample offerings of Chinese classics, like scallion pancakes, chicken wings, turnip cakes, shiitake ‘shroom fried rice, meatless mapo tofu, and a wide assortment of dumplings, including soup dumplings and shrimp and pork siu mai.

May 1, 2018 The AABANY Tax Committee held its quarterly Tax Club Dinner, at Tang Pavilion, led by Shu-Ping Shen, Partner at McDermott, Will & Emery. At this dinner, the group gathered to discuss trusts and estates tax issues, with special attention given to different gift and estate tax rules that apply to non-citizen spouses and other foreign relatives.

May 23, 2018 AABANY held its inaugural Monthly Membership Happy Hour at Karaoke City, providing an opportunity for AABANY to thank its current members and for members and non-members to learn more about AABANY and its committees. The first Monthly Membership Happy Hour featured the Career Placement Committee, who spoke with both current and prospective members about the work that the Committee engages in. These monthly events are scheduled for the third Wednesday of each month.

Members of In-House and IP Committee celebrate Lunar New Year at Shanghai Heping in Chinatown

Thanks to all the volunteers at our Pro Bono Clinic!

Monthly Membership Happy Hour kicks off at Karaoke City, hosted by the Career Placement Committee.

About the Authors: Sarah Lu was the AABANY Legal Intern from January to April 2018. She is a rising junior at Columbia University. Angela Yoon is a current AABANY Legal Intern and is a rising junior at Williams College. Sarah and Angela were classmates in middle school in Beijing.
AABANY’S Leadership Development Program:
Helping to Advance Asian American Leadership in the Law

By Marianne Chow Newman and Sapna Palla

AABANY proudly launched its first Leadership Development Program (ALDP) in February 2018 at the Annual Dinner. The ALDP — co-founded by AABANY Directors Marianne Chow Newman, Sapna Palla, Brian Song and Dwight Yoo — is aimed at addressing the continued under-representation of Asian Pacific Americans (APA) in leadership positions at law firms, companies and in the government. In particular, as articulated by Dwight Yoo, Partner at Skadden, Arps, Slate, Meagher & Flom LLP and a faculty member for the ALDP, the “leadership program addresses the disparity between the high number of talented APA attorneys entering law” and the “disproportionately small number matriculating” into leadership positions within their organizations. Designed to provide an interactive leadership training course led by experienced and successful partners, in-house counsel and government attorneys within the AABANY community, the program focuses on cultivating and assisting qualified senior APA attorneys through the promotion processes within law firms, companies, and government offices. Marianne Chow Newman, Counsel at the Hearst Corporation, believes that “Justice Goodwin Liu’s Portrait Project established that the major perceived barriers to career advancement for APAs are inadequate access to mentors and a lack of formal leadership training programs. Through ALDP, AABANY seeks to mobilize its resources and extensive network of leaders to confront these barriers head-on in order to support the growth of Asian American leadership across the legal field.”

The first ALDP cohort, which began in April 2018, is an eight month pilot program that is specifically focused on guiding a selected group of qualified senior APA law firm associates who have completed basic leadership training and have a strong desire to become partners at their respective law firms. As part of the program, the associates attend a two hour breakfast meeting each month with a panel of faculty comprised of law firm partners and in-house counsel to discuss various leadership topics, such as: understanding the partnership process; how to get people in your corner; identifying mentors and sponsors; personal branding; raising external and internal profiles; business development; and how to make yourself indispensable. Each meeting consists of a one-hour panel and one-hour breakout workshop on specific topics during which the participants work one-on-one with faculty members to address their particular needs.

One of the hallmarks of the program is that the faculty members are available to the participants for individual mentorship and relationship-building. Many Asian American attorneys who have successfully come up through the ranks to leadership positions recognize that without this kind of close mentorship and support, the path to leadership is almost impossible. Brian Song, a partner at Baker Hostetler LLP and an ALDP faculty member notes that, as an associate, he “had participated in other leadership training programs” which were helpful but which “ultimately did not address some of the unique aspects of being an Asian American in this profession.” To Brian, this was a critical point that needed to be addressed in any leadership program: “We launched the ALDP with the hope of providing high-performing senior associates with additional tools and insights to help them achieve their individual goal of making partner at their respective firms. We wanted to give more individualized attention to each participant and the opportunity for hands-on learning.”

Open and honest communication is encouraged at all times from both participants and faculty members in order to foster an environment where participants can solicit meaningful and pertinent input and advice.

David Choi, a commercial litigation associate at Baker Hostetler LLP and an ALDP participant recognizes the importance of this core aspect of the ALDP program. He states, the “ALDP provides participants with an avenue to tap into that knowledge base in a structured, yet relaxed, environment” and he is “extremely grateful for the opportunity to learn from such accomplished attorneys, and heartened at how eager they are to serve as supporters, allies, and confidants.” Dennis Hopkins, Partner at Perkins Coie LLP and an ALDP faculty member, echoes David’s sentiments, saying, “The ALDP provides an opportunity for law firm partners to provide candid advice directly to senior law firm attorneys about the process of making partner. While this process is not secret, it has never been transparent. ALDP seeks to provide access to information and guidance that doesn’t often reach women and diverse attorneys with the goal of enhancing diversity and inclusion in the law firm partner ranks.”

Both participants and faculty alike have embraced the program with enthusiasm, commitment, and vigor. Jenny C. Wu, an ALDP participant and patent litigation associate at Paul, Weiss, Rifkind, Wharton & Garrison, LLP, aptly points out, “How often do you get the opportunity to have one-on-one attention from leaders all across the legal profession, all passionate about diversity and inclusion, all committed to sharing with you their hard-earned lessons, unvarnished advice, and practical tools for success?” Sapna Palla, Partner at Wiggin and Dana LLP and faculty member for the ALDP, is pleased that the ALDP “fills a gap in leadership training that is much desired by the AABANY community.” While the program requires time and commitment from both the faculty and participants to be successful, as she notes “it is gratifying to see the enthusiasm with which faculty members are giving their time and learning to truly help upcoming and talented young lawyers and hear how appreciative the participants are to gain this invaluable insight as well as to know that there is a supportive group of experienced lawyers to help them in their journey.”

After the successful completion of the pilot program in 2018, AABANY expects to expand the ALDP to include in-house counsel and government attorney tracks. As the ALDP continues to grow, the hope is that APA attorneys will have gained the tools, skills, and knowledge required to move forward towards the top ranks of their organizations and will, in turn, reach back and help others along the way. The ALDP faculty and leadership recognize that there is a long road ahead but have general confidence that the program, and AABANY, are moving in the right direction to turn the tide of under-representation of APA attorneys in leadership positions in the law.

About the Authors: Marianne Chow and Sapna Palla both serve as faculty on the ALDP and are Directors on the AABANY Board.
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 Fee:**
  - 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
# Applicant Information

## Membership Application

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### Employment Information

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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

SEND POSTAL MAIL TO:  □ HOME □ WORK

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

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<tr>
<th>LAW SCHOOL</th>
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<td>PROGRAM:  □ JD □ LLM □ SJD/PH.D.</td>
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<td>STATE BARS ADMITED:  □ NY □ NJ □ CT □ OTHER □ PENDING</td>
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**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
- □ AWARDS
- □ CAREER PLACEMENT
- □ COMMERCIAL BANKRUPTCY & RESTRUCTURING
- □ COMPENSATION
- □ CORPORATE LAW
- □ FINANCE
- □ GOVERNMENT SERVACE & PUBLIC INTEREST
- □ IMMIGRATION & NATIONALITY LAW
- □ IN-HOUSE COUNSEL
- □ INTELLIGUAL PROPERTY
- □ ISSUES
- □ JUDICIARY
- □ LABOR & EMPLOYMENT LAW
- □ LGBT
- □ LITIGATION
- □ MEMBERSHIP
- □ MILITARY & VETERAN AFFAIRS
- □ NEWSLETTER
- □ NOMINATIONS
- □ PRO BONO & COMMUNITY SERVICE
- □ PROFESSIONAL DEVELOPMENT
- □ PROSECUTORS
- □ REAL ESTATE
- □ SOLO & SMALL FIRM PRACTICE
- □ STUDENT OUTREACH
- □ TAX
- □ WOMEN'S
- □ YOUNG LAWYERS

### Check Enclosed (Make Checks Payable to Asian American Bar Association of New York)

Credit Card Payment - If paying by credit card, I agree to pay dues selected above according to my card/member’s agreement.

Please charge my:  □ VISA □ AMERICAN EXPRESS □ DISCOVER □ MASTERCARD

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AABANY

RETURN THIS FORM TO:  
45 Rockefeller Plaza, 20th Floor, New York, NY 10111  
MAIN@AABANY.ORG  | (718) 228-7206  | JOIN ONLINE AT WWW.AABANY.ORG

AABANY ADVOCATE  
June 2018  
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