

ANNUAL DINNER 2022

Event Program

FORGING A NEW PATH TO
AN EQUITABLE FUTURE

April 28, 2022



Asian American
Bar Association
of New York

Presidents of AABANY



Annual Dinner 2022

CIPRIANI • 55 Wall Street • April 28, 2022

6 PM

Cocktail Reception in the West Ballroom
VIP Cocktail Reception in the Mezzanine

7 PM

Dinner and Awards Program

9:30 PM

After Party

Honorees

Corporate Leadership Award



Flora W. Feng

Senior Legal Director
Global Intellectual Property, PepsiCo

Women's Leadership Award



Emily A. Kim

Founder and Chief Executive Officer
Zeta Charter Schools

PROGRAM

Welcome

Kate Siahaan-Rigg

Immediate Past President's Opening Remarks

Terrence L. Shen

Law Firm Diversity Award

Allen & Overy LLP

Corporate Leadership Award

Flora W. Feng

Senior Legal Director, Global Intellectual Property, PepsiCo

Women's Leadership Award

Emily A. Kim

Founder and Chief Executive Officer, Zeta Charter Schools

Don H. Liu Scholars Program Awards

President's Closing Remarks

William H. Ng

After-party in the Mezzanine

HISTORY

WHO WE ARE

Founded in 1989, the Asian American Bar Association of New York (AABANY) is among the largest diverse bar associations in the country. AABANY is dedicated to Asian American Pacific Islander (AAPI) attorneys and legal professionals in New York as well as the communities they serve. With approximately 1,500 members (based on paid memberships), AABANY is a nationally recognized leader among diverse bar associations.

Now in its fourth decade, AABANY is a full service, professionally managed diverse bar association. AABANY has maintained an active calendar of approximately 14 events each month. Its pipeline programs have seen a substantial number of participants promoted to partnership by prominent law firms. In the present economic and political climate, AABANY has increased its efforts on racial justice and judicial diversity issues, and continues to serve the legal profession and its communities via remote and in-person operations.



William H. Ng

President

Dear AABANY Members, Friends, and Supporters,

Welcome to AABANY's 33rd Anniversary Annual Dinner. As Chair of the 2022 Annual Dinner Planning Committee, I want to thank you for attending our first post-pandemic, in-person Annual Dinner and for your continued support of AABANY. Let us congratulate tonight's honorees — Flora Feng and Emily Kim — for their outstanding accomplishments within their respective organizations, as well as their unwavering commitment to improving the communities they serve and increasing diversity within the legal profession. Flora and Emily are exemplars representing what AABANY hopes to make possible for each Asian American and Pacific Islander (AAPI) if given equal opportunity, recognition, and support.

Today, AABANY is in its fourth decade as a bar association dedicated to promoting the interests of AAPI attorneys and legal professionals in New York, as well as the communities they serve. We are 1,500 members strong, the largest diverse bar association in the country and the only Pan-Asian bar association in New York.

For the past two years, the global COVID-19 pandemic has impacted so many in our communities and changed our daily lives at home, school, and work. While the pandemic, coupled with the rising tide of hate and violence against the AAPI community, has caused much pain and tested our resolve, AABANY has and will continue to demand that actions be taken, and resources be provided to the AAPI community to protect those impacted by anti-Asian hate and violence.

AABANY's theme for 2022 is Forging a New Path to an Equitable Future, as our communities and members seek to rebuild from a global pandemic, economic disruption, social unrest and anti-Asian hate and violence. In the coming year, AABANY will remain steadfast in its commitment to enhancing the legal profession's diversity pipeline in all sectors, diversifying the bench, supporting diverse elected officials and public servants, running award-winning pro bono clinics, strengthening our Anti-Asian Violence Task Force, providing educational and CLE programs, and organizing mentoring, networking, and social events for its members.

As I look ahead to serving AABANY in 2022, I ask you to support our organization by participating in our professional and community-based programs, financially supporting new and important initiatives to increase member engagement and influence, and assisting our members to reach the highest level of professional achievement in their respective industries. AABANY's robust programming and community services initiatives cannot be as strong without the support of the many members, volunteers, and community partners we work with. Your attendance at

our Annual Dinner is meaningful and your financial support as a sponsor provides much needed funding to ensure that our programs continue and that our AAPI community keeps benefiting from AABANY's community-driven activities.

Lastly, I would like to congratulate Terrence Shen for his many years of service, dedication, and outstanding leadership as AABANY President this past year and to thank Yang Chen, our Executive Director, our staff, Board Members and Officers, committee chairs, members, and volunteers for all of their contributions.

Very truly yours,

William H. Ng

William H. Ng
President



Terrence L. Shen

Immediate Past President

Dear AABANY Members and Friends,

We're excited to welcome you to AABANY's 2022 Annual Dinner. It's wonderful to be back together in person tonight to celebrate the pursuit of our shared goals: diversity, inclusion, justice and equity.

In early 2021, our nation faced an urgent racial equity crisis, highlighted by the rise in anti-Asian violence and the Black Lives Matter movement, while in the midst of a life and death battle against the raging COVID-19 pandemic. Our committed leadership team, drawing upon AABANY's diversity expertise developed over three decades, leaned into these challenges and served as a formidable catalyst for positive change.

With approximately 1,500 paid members, AABANY is the largest diverse bar association in the U.S. In addition to the support of our members, we are grateful to have the backing of our loyal and generous sponsors. This along with our disciplined financial management has made AABANY the most fiscally sound diverse bar association in the country, allowing us to deploy resources that have had a transformational impact. We have devoted these resources to our vital work as a full-service bar association, with operations spanning:

- Diversity pipeline programs
- Judicial diversity efforts
- Anti-Asian violence initiatives
- Award-winning pro bono and community services
- CLE-accredited educational panels
- Business development and professional networking

Our Anti-Asian Violence Task Force, called into service during the pandemic, led the national agenda and pioneered our collective understanding in this area. We are proud that the recommendations of this think tank have been acknowledged by national, state and local government officials and covered by national and international media. Our hybrid pro bono clinics, community service teams and Legal Referral and Information Service, reconfigured for the pandemic, provided housing, unemployment, immigration, rent relief and small business assistance to communities in need.

Utilizing AABANY's stature as one of New York's most vocal attorney groups, we amplified the civic dialog in key areas of racial equity and social justice. We met with Governor Kathy Hochul to discuss increasing Asian American representation in state government and efforts to combat

anti-Asian hate crimes. We had similar discussions with Mayor Eric Adams' team and have already seen appointments of our members to city government. We appeared twice before the New York City Council to recommend law enforcement and funding measures for, and proposed legislative changes to facilitate the prosecution of, anti-Asian hate crimes. We met with district attorneys regarding the prosecution of attacks against Asian Americans, and in one prominent case we helped to get an assault charge elevated to a hate crime that resulted in a guilty plea.

We remained steadfast in addressing many critical areas of equity and justice. We filed amicus briefs with the U.S. Supreme Court on laws restricting abortion rights and with the New York State Appellate Division opposing implicit bias in the courts. We interviewed, vetted and provided endorsements for numerous diverse candidates for appointment to the federal and state judiciaries and cabinet level offices in President Joe Biden's administration. We pushed for public hearings on Congressional and New York State voter redistricting, and had one of our members successfully appointed to the New York City Districting Commission. Our leadership development program, also in hybrid format, saw participants promoted to partner and senior in-house roles.

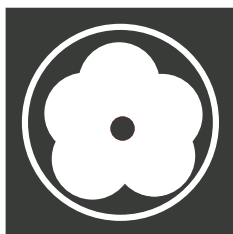
Although Zoom had become a mainstay of our activities during the past couple of years, we pursued more ways to engage our membership and strengthen our professional community. With over 25 AABANY Committees covering major sectors of the legal profession, we continued to offer more than 14 events per month on average. We learned to host virtual galas, breakfasts and dinner parties, and even a virtual wine tasting led by a sommelier. We were encouraged that most of our in-person events were oversubscribed, reflecting strong member interest.

It has been an honor and inspiration to serve such a resilient and impactful organization, and a privilege to work alongside other devoted members of our leadership team. I am optimistic in passing the torch to AABANY President William Ng, who I am confident will continue the important work of our distinguished organization.

Very truly yours,



Terrence L. Shen
Immediate Past President





Yang Chen

Executive Director

Dear Friends,

I am delighted that you are all able to join us in-person at Cipriani Wall Street for our 2022 Annual Dinner.

As pleased as I am to be welcoming you to tonight's celebration, I confess that the moment is bittersweet. One year ago in this space, I offered a dedication to Corky Lee, who we lost at the start of 2021 to COVID-19, which Corky contracted while he was out in the community documenting the struggle against anti-Asian violence.

With deep sadness, I look back on the past year and the first few months of this year, bearing witness to the tragic truth that while our country seems to have learned to live with COVID-19, there remains no vaccine for hate and racism.

This year, then, let us remember the members of our New York AAPI community who have lost their lives to anti-Asian hate and violence in the past year: **Than Than Htwe, Yao Pan Ma, Guiying Ma, Michelle Go, Christina Yuna Lee.**

Let us remember the hundreds of survivors of anti-Asian bias incidents and hate crimes in New York during the past year. The attacks have continued, with little relief in sight, with very few resulting in prosecution or accountability.

In 2020, when reports of anti-Asian hate and violence first surfaced, AABANY took action. We held Know Your Rights presentations to teach the community what to do if they encountered bias incidents or hate crimes. We produced a report with Paul, Weiss entitled *A Rising Tide of Hate and Violence against Asian Americans in New York during COVID-19: Impact, Causes, Solutions*. After it was published in February 2021, AABANY formed an Anti-Asian Violence Task Force, and during the past year, we have attempted to attack the problem through education and communication, advocacy, and research.

Joining forces with our 501(c)(3) affiliate, the Asian American Law Fund of New York, we have set up the Turn the Tide (T3) Project to advance the work of our Anti-Asian Violence Task Force. To learn more about how you can help, you can reach the Task Force at aavtf@aabany.org.

Let us join together to make this the year that we finally Turn the Tide of hate and violence against the AAPI community and all other communities that suffer from the scourge of racism and hatred.

Very truly yours,



Flora W. Feng

Corporate Leadership Award

Flora W. Feng is currently the Senior Legal Director of Global Intellectual Property for PepsiCo's R&D Beverages, Life Sciences, R&D Contracts, and M&A divisions. Ms. Feng joined PepsiCo in 2012 as Senior Counsel supporting Global Beverages R&D, Corporate R&D, and Asia/Middle East/Africa R&D. She spent five years in Bangkok as the Senior Director & General Counsel for PepsiCo's Asia Pacific Region. Ms. Feng has also served as the Senior Legal Director of Global Intellectual Property for PepsiCo's Nutrition R&D, Emerging Businesses, and M&A divisions.

Before joining PepsiCo, Ms. Feng was Senior Counsel of Intellectual Property at Kraft Foods and at Praxair. She spent 10 years in private practice and was involved in all aspects of intellectual property law, including litigation, patent prosecution, mergers and acquisitions, due diligence, licensing, and contracts. Ms. Feng has given numerous talks on corporate leadership and served as the co-chair for American Conference Institute's Inaugural Women in IP Law Conference.

Ms. Feng holds a Juris Doctor from Georgetown University Law Center, and a Bachelor of Science in chemical engineering from the Massachusetts Institute of Technology. Prior to becoming a lawyer, Ms. Feng worked as a research engineer for Mobil Oil Corporation.



Emily A. Kim

Women's Leadership Award

Emily A. Kim is the founder & CEO of Zeta Charter Schools. Zeta is a network of next-generation public charter schools that serve children in the least-resourced areas of New York City, and is on a mission to ensure that every child in America has access to free, excellent education from pre-kindergarten through 12th grade. Zeta launched in 2017 and currently operates five public charter elementary schools in the Bronx and Upper Manhattan, and is adding 1-2 new schools every year and will serve pre-kindergarten through 12th grade.

Ms. Kim has served as a New York public high school English teacher; a teacher of English as a Second Language at a public high school in Labé, Guinea, West Africa; and an Early Intervention Education Director serving young children with developmental delays. She later practiced as an attorney in private practice and served as a federal law clerk to the Honorable Dora L. Irizarry in the Eastern District of New York. She then returned to her passion of educating children by joining Success Academy Charter Schools as General Counsel and later Chief Legal Officer and Executive Vice President of Policy & Legal Affairs, helping the organization scale up.

Ms. Kim studied at the University of Pennsylvania (B.A. & M.A., English); the Teachers College, Columbia University (Ed.M., Teaching of English); and Columbia Law School (J.D.).



Kate Siahaan-Rigg

Master of Ceremonies

Artist Activist Kate Siahaan-Rigg is a New York based Asian American artist and activist. She writes, performs and produces work for television, film, stage and dive bars around the world. She is one of only two winners of the Juilliard Interarts Award given to alumni who crossed disciplines to create work with collaborations across the school's different divisions. Her one-person shows about race and representASIAN have won grants and awards from the Canada Council, the Australia Council, the NEA, the Urban Arts Initiative, the National Performance Network, and many more. She has been invited to perform these solo works at the Smithsonian Institute and The Comedy Central Theater. You have seen Kate recurring on NBC's New Amsterdam, FOX's Family Guy, The Dr. Phil Show where she served as a comedy correspondent for 3 seasons, and as a guest star on Law and Order SVU, The Path, Tales of the City, Law and Order, Law and Order Criminal Intent. As a killer Amerasian MC she has toured with her rock comedy spoken word duo Slanty Eyed Mama all over the world and recorded two hit festival theater/concert hybrids "Happy Lucky Golden Tofu Panda Dragon Good Time Fun Fun Show" and "Zombie Asian Moms." In response to the rise of violence against Asian Americans she is hosting and curating a new show at Joe's Pub the Public Theater to uplift, amplify and connect incredible Asian American Artists. Kate has also recently been named Chief Creative Officer at the new Center for Diversity & Disability based In Cincinnati, Ohio. More at www.katerigg.com

AABANY 2022 Law Firm Diversity Award

AABANY is pleased to announce Allen & Overy as the recipient of the 2022 AABANY Law Firm Diversity Award. Since 2014, AABANY has selected a law firm to recognize for its commitment to improving diversity and inclusion within the legal profession.

Allen & Overy believes the firm thrives when individual differences are embraced. The firm prioritizes the representation of people from different racial and ethnic backgrounds at all levels. It also works hard to build a culture of allyship, where everyone at Allen & Overy works to understand the challenges racially and ethnically diverse individuals face and plays their part in removing those challenges.

The firm's Global Board drives the diversity, equity, and inclusion (DE&I) program across the firm, working closely with a dedicated DE&I team that devises and implements its global DE&I strategy. In addition, the firm has Regional Diversity, Equity, and Inclusion partners who sponsor and support these strategies across its regions.

The firm is actively involved in fostering an inclusive environment and culture, from recruitment efforts that target diversity job fairs to retention efforts that offer a flexible approach to partnership, allowing for partners to work part-time.

To successfully tackle challenges of recruitment, retention, and promotion unique to AAPI communities, Allen & Overy runs an extremely active Asian Affinity Group. Efforts by the Asian Affinity Network (AAN) include:

Hosting virtual roundtable discussions where members share the challenges of working from home, ways to effectively set boundaries, and tips for staying physically and mentally well.

Leading the U.S. offices in celebrating Asian Pacific American Heritage Month (APAHM) in May, and organizing celebratory events highlighting the various Asian cultures represented by the firm's members, as well as educational events to promote community engagement and cultural awareness.

In 2021, as part of APAHM, sponsoring a firm-wide self-defense workshop with a Thai boxing specialist in light of the increase in the attacks against the Asian American community.

Serving as pro bono counsel to AABANY and KALAGNY to file an amici brief in the Third Department appeal *Byung Choon Joe v. State of New York* to spotlight the important issue of implicit bias in the judiciary.

The success of Allen & Overy's DE&I efforts are reflected in the high percentage of AAPI female associates and partners at the firm. In fact, 17% of the New York office's attorneys are AAPI, of which nearly 12% are women.

AABANY proudly honors Allen & Overy with the 2022 Law Firm Diversity Award.

ALLEN & OVERY

Don H. Liu Scholars Program

Founded in 2014 by two past presidents of the Asian American Bar Association of New York ("AABANY"), the Don H. Liu Scholars Program, Inc. ("Program") seeks to identify, cultivate and inspire future Asian American leaders within the legal profession in order to address the single most important reality facing Asian American professionals today – the barrier to advancement.

Asian Americans remain grossly underrepresented in positions of influence, leadership and power within the legal profession. The number of Asian American partners in law firms and general counsel in our largest corporations do not reflect the diversity found in today's law school classes or the ranks of junior associates at law firms. It is the mission of the Program to increase these numbers. In its inaugural year, the Program awarded \$15,000 each to its first two Don H. Liu Scholars ("Scholars") and provided mentorship to ensure that each Scholar would start her career at a prominent law firm. Each year since then, the Selection Committee chose three Scholars who possess the greatest potential to both excel in the classroom and succeed at a top law firm or Fortune 500 corporation.

To support these emerging Asian American leaders, the Program continues to award each Scholar a financial scholarship of \$15,000 as well as to provide mentorship and assistance with their career development, including identifying potential internships.

We congratulate this year's Don H. Liu Scholars:

Seung Hye Yang

Edward Jung

Brian Liu

**FOR MORE INFORMATION ABOUT THE PROGRAM, APPLICATION PROCESS,
ELIGIBILITY CRITERIA AND HOW TO MAKE A DONATION, PLEASE VISIT:**

<http://www.donhliuscholars.org>



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CONGRATULATIONS TO:

Emily A. Kim, Founder & CEO, Zeta Charter Schools, recipient
of *Women's Leadership Award*

Flora W. Feng, Senior Legal Director, Global Intellectual Property
PepsiCo, recipient of *Corporate Leadership Award*

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Proudly supports the
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and is grateful to be recognized by AABANY with the
prestigious Law Firm Diversity Award along with



Flora W. Feng,

AABANY's Corporate Leadership Award



Emily A. Kim,

AABANY's Women's Leadership Award

Thank you to AABANY, Flora, and Emily for your continued
leadership and service to the community.

Davis Polk

**We are proud to
support the Asian
American Bar
Association of New
York and join in
special recognition
of this evening's
honorees.**

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Debevoise is pleased to support the
**Asian American Bar Association
of New York.**

We join in honoring **Flora W. Feng**
and **Emily A Kim.**

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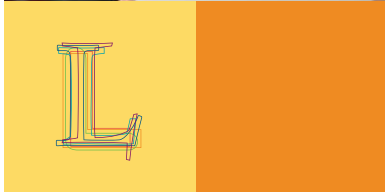
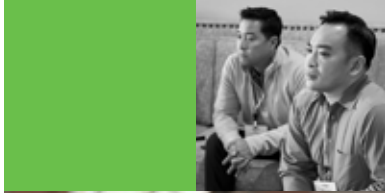
and salute the honorees

Emily A. Kim

and

Flora W. Feng





Littler proudly supports the

Asian American Bar Association of New York

and congratulates this
year's honorees.

Flora Feng

Senior Legal Director,
Global Intellectual Property at PepsiCo

Emily Kim

Founder and Chief Executive Officer
at Zeta Charter Schools

Littler also congratulates
our colleague, Shareholder
William Ng, on his election as
AABANY President.

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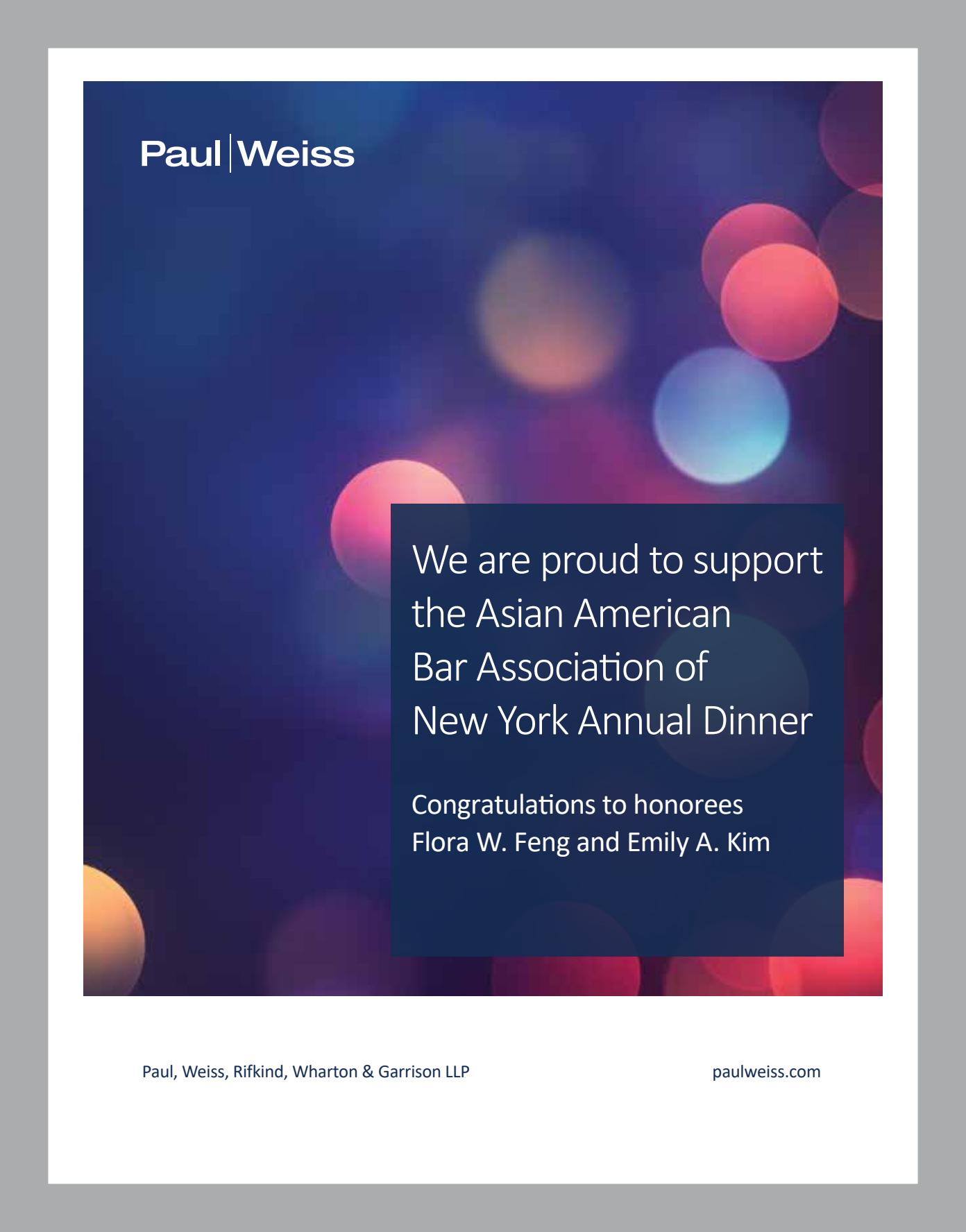
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MAYER | BROWN

A New Path

Mayer Brown is honored to support the Asian American Bar Association of New York's efforts to forge a new path for justice. Congratulations to its 2022 annual dinner honorees, **Flora W. Feng** of PepsiCo and **Emily A. Kim** of Zeta Charter Schools.

The background of the entire page is a dark blue field filled with out-of-focus, glowing circles in shades of red, pink, and light blue, creating a bokeh effect.

Paul | Weiss

We are proud to support
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Bar Association of
New York Annual Dinner

Congratulations to honorees
Flora W. Feng and Emily A. Kim

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EMILY A. KIM
AABANY'S WOMEN'S LEADERSHIP AWARD

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We are proud to support the



**Asian American
Bar Association
of New York**

and congratulate honorees

Flora W. Feng
and
Emily A. Kim

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The Weil logo consists of the word "Weil" in white, sans-serif font, centered within a solid green rectangular box. The background of the entire page is a blue-tinted photograph of a modern building's glass facade, with diagonal lines of the glass panes creating a sense of depth and movement.

Weil

WE ARE PROUD TO SPONSOR THE
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For the past 30 years, Weil has been a leader in investing in formal initiatives to empower and engender an inclusive culture. Our culture of respect and support creates an environment where all feel comfortable and encouraged to excel.

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Congratulations

We are pleased to support the
Asian American Bar Association of New York.

Congratulations to tonight's honorees,
Flora W. Feng and Emily A. Kim.

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AABANY

and joins in congratulating this year's
honorees:

Emily A. Kim

Flora W. Feng



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CONGRATULATIONS Flora Feng

PepsiCo is proud to support the Asian American Bar Association of New York's 2022 Annual Dinner. We congratulate our own Flora Feng, this year's recipient of the Corporate Leadership Award, and Emily Kim on receiving the Women's Leadership Award. We applaud AABANY's commitment to fight anti-Asian violence and discrimination and their effort to promote the interests of Asian American, Pacific Islander, and South Asian attorneys and legal professionals in New York, as well as the communities they serve.



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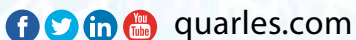
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Quarles & Brady is proud to
support **AABANY**
and its mission to create a more
diverse and equitable future,
both within the legal profession and
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at **602.229.5261** or **brad.vynalek@quarles.com**.



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We are proud to sponsor the
**Asian American Bar Association
of New York's Annual Dinner.**

Congratulations to this year's
honorees **Flora W. Feng** of PepsiCo
and **Emily A. Kim** of Zeta Charter
Schools. We applaud their
commitment toward forging a new
path to an equitable future.

Contacts:

Gilbert L. Lee | glee@rc.com | 212.451.2919

Anna Jinhua Wang | awang@rc.com | 212.451.2942

www.rc.com

CONGRATULATIONS

FLORA W. FENG

Senior Legal Director, Global Intellectual Property, PepsiCo
Corporate Leadership Award Recipient

and

EMILY A. KIM

Founder and Chief Executive Officer, Zeta Charter Schools
Women's Leadership Award Recipient



April 28, 2022

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and congratulates this year's distinguished honorees

Flora W. Feng

Corporate Leadership Award

Emily A. Kim

Women's Leadership Award

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Recognition of the members of the Annual Dinner Planning Committee

William Ng, President, Chair
Yang Chen, Executive Director

Terrence Shen
Sapna Palla
Joseph Eng
Shirley Bi
Gary Moy
Bryan Cheah
Sheila Shen

Karen Kim
Anna Mercado Clark
David Sohn
William Hao
Beatrice Leong
Christopher Bae
Margaret Langston

Thank you to

Peter Chin, Video Production
Kerri Gartell Eng, KGEVENTS
Tim Bohn, Voiceover Artist

Pro Bono Clinic Volunteers

We thank all our volunteers who generously gave their time, energy, talents, knowledge, experience, insights and compassion to assist members of the Asian American, Pacific Islander and South Asian community, many of whom have limited resources and limited English proficiency, with their legal issues at our Pro Bono Clinics in Manhattan and Queens during the past year, 2021-2022.

Columbia University Caravan 2022

Andrew Chang
Nobuko Ikeda
Shuman (Angel) Li
Phillip Pang
Shota Sugiura
Amanda Yang

Attorneys

Asako Aiba
Xuanyou (Alicia) Chen
Wen-Hsien (Wendy) Cheng
Francis Chin
Jackson Chin
Karen Eng
Evelyn Gong
Poonam Gupta
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