

December 10, 2018

AABANY
45 Rockefeller Plaza, 20th Floor
New York, NY 10111

RE: Statement of Interest – Director Position (Second Term)

Dear Nominations Committee:

I am writing to declare my intent to run for a director position for a second term for the fiscal year 2019-2021. Attached please find my resume for your consideration.

Since I joined AABANY in 2014, I have been fortunate enough to take on both committee-level and board-level leadership positions, all of which have provided me with a platform to make a positive impact on AABANY:

- As a **Women’s Committee Co-Chair (2014-2015)**, I was proud to be a part of the team that produced the video “*Kicking Glass - Two Decades and Counting: How Far Have APA Women Come?*”, which was a follow up to a video that was done in 1995 where APA women attorneys shared their struggles and triumphs in the legal profession and their thoughts on where we go from here. We proudly showcased the video at NAPABA’s 26th Annual Convention in Scottsdale, Arizona in 2014 where I served as a panelist alongside APA women trailblazers like Sylvia Wu, Hon. Pamela Chen, Cynthia Hu and Prof. Margaret Hahn-Dupont and Sapna Palla.
- As a **Career Placement Committee Co-Chair (2014-2015)**, I saw the hurdles that APAs have to overcome in order to succeed at a law firm and at a company. This led me to start the “Get on Track” Series, the goal of which was to bring together experienced lawyers who have succeeded in their organization and can provide an insider perspective on how they got on track and stayed on track. The first of the series was “Getting on the Partnership Track”, which was followed by “Switching Tracks: Alternative Careers for Lawyers”. Even after my term ended, this Series continued to provide AABANY members with valuable advice on interviewing, networking and career advancement.
- As the **Vice President of Programs & Operations (2015-2017)**, my goal of providing greater and more accessible support to our Committee Chairs inspired me to create a [“Committee Chair Resources” page](#) on the AABANY website, which consolidated all of the relevant resources (including a Recommended Venue & Vendor List, Event Planning Checklist and FAQ, etc.) to help support Committee Chairs in their roles. During my first term, I also created an ad-hoc Budget Committee in order to make the review process more holistic and established Budget Request Guidelines to accompany the Budget Request Form in order to provide our Committee Chairs with clearer guidance on how to navigate the budget allocation process. Finally, in 2015, then-President Elect Susan Shin and I led the execution of the largest and most successful Fall Conference at Cleary Gottlieb Steen & Hamilton LLP which had close to 400 attendees and raised more than \$20,000 in sponsorship funds. As the Co-Vice President of Programs & Operations during 2016-2017, Naf Kwun and I have continued to refine the budget approval and Fall Conference planning process as well as continued to further provide support to our Committee Chairs.

However, the accomplishment of which I am most proud is co-founding and launching AABANY's first Leadership Development Program ("ALDP") this year. I am one of the four AABANY Directors who established this program, which is aimed at addressing the continued under-representation of APA in leadership positions at law firms, companies and in the government. The inaugural program of ALDP, which began in April 2018, is an eight-month pilot that is specifically focused on guiding a selected group of qualified senior APA law firm associates through the partnership track. As part of the program, the associates attend an interactive two-hour meeting each month with a panel of faculty members comprising successful law firm partners to discuss topics such as the partnership process, how to get people in your corner, personal branding and business development. The other founding members and I placed great emphasis on the power of mentorship in structuring the curriculum and, therefore, one of the hallmarks of ALDP is the 2:1 faculty to participant ratio and the commitment of the faculty to provide the participants with individualized advice and guidance through breakout sessions. The overwhelmingly positive feedback from the faculty and participants alike is a testament to the need for leadership programs like ALDP. We hope to expand ALDP to include in-house counsel and government attorney tracks in the near future to further promote Asian Americans to leadership position within the law.

In addition to my active involvement in AABANY, I am also serving as the Chief Administrative and Regulatory Officer of Don H. Liu Scholars Program, Inc. for a third term. Last year, I led the officers of DHL to develop a formal orientation program for the DHL Scholars comprising resume reviews, mock interviews, on-campus interview bidding consultation, periodic brown bag lunches and networking opportunities in order to provide the Scholars with access to the resources within DHL's network and to give them the best chance to succeed in law school and beyond. In May 2018, we kicked off the orientation program with another successful meeting in New York City for the 2018 DHL Scholars and facilitated an engaging discussion with Don H. Liu, Joseph J. Centeno, Kathy Hirata Chin and Richard K. Kim, who are all a part of DHL's leadership, on the soft and hard skills required to achieve professional success.

Most recently, I represented AABANY in attending the Collaborative Bar Leadership Academy ("CBLA") in June 2018, a joint initiative of the American Bar Association, NAPABA, Hispanic National Bar Association, National Bar Association, National LGBT Bar Association and National Native American Bar Association to strengthen the pipeline of diverse bar association leaders. The two-day program provided leadership training and professional development for rising bar leaders, including crisis management, corporate governance best practices, and personal and organizational strategic planning. I am excited to a part of the NAPABA Steering Committee for CBLA in order to further represent AABANY in the 2019 program in Colorado next June.

With my dedicated leadership and involvement within AABANY, DHL and CBLA, I believe that I can continue to build bridges across these organizations and to further raise the profile of AABANY and our members within the legal community in New York and beyond.

Thank you in advance for your consideration and please don't hesitate to contact me if you have any questions.

Sincerely,

Marianne Chow Newman