

STRONGER TOGETHER

UNITY IN DIVERSITY

2020

YEAR END REPORT



**Asian American
Bar Association
of New York**



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Message from the President

Dear AABANY members and supporters:

It has been my privilege and honor to have served as the President of the Asian American Bar Association of New York (AABANY) this past year. With over 1,600 active members, AABANY continues to be a leading voice for Asian Pacific Americans (APA) in New York, and has been instrumental in advocating for positive changes in the legal sector and the broader APA community.

Despite the challenges each of us has faced both in our professional and personal lives this past year, AABANY was at the forefront, actively promoting the interests of the APA community. Together we rose to the challenges before us and exemplified our theme “Stronger Together: Unity in Diversity.” We came together, in higher numbers than ever, to fight against anti-Asian violence and discrimination; promote diversity, equity and inclusion; and support the community in a time of great need. We continue to work to diversify the bench, mentor law students and junior attorneys, and support our local community through our pro bono work remotely. I encourage you to learn more about the many accomplishments we have achieved together over the past year, which are described in detail here in AABANY’s 2020 Year End Report, and on our website (www.aabany.org).

As our membership surpasses our goals and continues to grow, it is important for us to continue developing programs that meet the needs of our expansive membership. I am inspired by the significant interest expressed by our members and supporters to lead and participate in our many initiatives, including our Pro Bono Clinic, our newly launched Legal Referral and Information Service and our recently published report on anti-Asian violence co-authored with Paul, Weiss which has garnered tremendous media attention for this important issue. I am especially proud of the AABANY Leadership Development Program, which continues to thrive by addressing the disproportionate underrepresentation of APAs in law firm partnerships and senior in-house positions.

I want to express my gratitude to our Board of Directors, Committee Chairs, Executive Director and staff for their support and dedication in helping me lead AABANY during one of our most difficult years. AABANY is in a position of strength today because of all the hard work you have put into continuing to further AABANY’s initiatives and programming as we transitioned to a remote environment. I would also like to express my best wishes to Terry Shen, our incoming President, as he takes over the helm of this amazing organization and leads us to even greater heights. Thank you again for your support and commitment to AABANY. I look forward to seeing you in person soon.

Sincerely,

Apna W. Palla.



Mission Statement

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. 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.



The Statue of Liberty is partially visible on the left side of the page, showing its head, crown, and upper body. It is set against a bright blue sky with scattered white clouds.

History

In 1988, the New York State Judicial Commission on Minorities, headed by noted African American attorney Franklin Hall Williams, examined the treatment of minority litigants and court employees. Following hearings in New York City on June 29th and 30th of that year, Rockwell Chin approached Commissioner Serene K. Nakano to discuss the need for an organization for Asian American attorneys. While Chinese and Korean American lawyer associations existed, there had never been an association of Asian American lawyers in New York.

Further impetus came when the National Asian American Bar Association (later called NAPABA) Planning Committee invited various attorneys in New York City to Chicago in October 1988. A core group, including Rockwell Chin, Glenn Ikeda, Yat T. Man, Steve Min and Serene K. Nakano, worked to found a formal association of Asian American lawyers: drafting organizational documents, reaching out to New York and nationwide bar groups, and contacting other Asian American attorneys.

Announcing AABANY's incorporation on October 20, 1989, the group invited attorneys to an inaugural reception at New York University Law School on November 9, 1989. Among the speakers were Judge Dorothy Chin Brandt, Judge Randall Eng, Judge Peter Tom, past president of the American Immigration Law Association Benjamin Gim, Professor Sharon Hom, AALDEF Program Director Stanley Mark, and former NYPD Deputy Commissioner Hugh Mo. All of the speakers emphasized the unfulfilled need for AABANY. The reception was a resounding success, with

over 180 attorneys and law students attending. Before the meeting concluded, over 60 people had joined AABANY.

AABANY, operating under an interim board during its first year, hosted further receptions, including evening social events, as well as a meeting at Brooklyn Law School at which Hoyt Zia, then the first President of NAPABA, spoke. Newly formed committees also sprang into action. The Issues Committee, co-chaired by Rockwell Chin and Marilyn Go, began research on redistricting, assisted lobbying for bias crimes legislation and spoke out against bias incidents. The Business Law Committee, co-chaired by Ken Chin and Marilyn Go, established a speaker series of prominent Asian American attorneys. The Events Committee hosted a fall picnic. Prompted by concerns raised by law students at the picnic, Chin Fong and James Minamoto established a student mentor program, presenting a job skills workshop to help law students hone interviewing skills.

On January 12, 1991, AABANY held its first annual meeting, electing Serene Nakano, Doris Ling-Cohan, Steve Min, Glenn Ikeda and Marilyn Go as officers and Rockwell Chin, Sylvia Fung Chin, Merlin Liu, Stanley Mark, Qazi Moid and Judge Peter Tom as directors.

Now one of the most prominent and active minority bar associations in New York, AABANY has over 1,600 members, including practicing attorneys in the private and public sectors, in-house lawyers, judges, professors and law students.



Hon. Diane Gujarati, former AABANY Board Director, was confirmed as an Article III federal judge in New York, the first South Asian to be appointed to that position. She serves as a United States District Judge in the Eastern District of New York.



Ting S. Chen, Partner at Cravath, Swaine, & Moore and Co-Chair of AABANY's Corporate Law Committee, received a 2020 Rising Stars Award from the .

Alice Hsu, Partner at Akin Gump Strauss Hauer & Feld LLP, received the Pro Bono Award from NAPABA.

Kevin Kim received the Hong Yen Chang Award at the 9th Annual Columbia Law School APALSA Conference.



Chris Kwok, AABANY Board Director and Chair of the Issues Committee, received the 2020 Frontline Champion Award at the Mediation Settlement Day hosted by the Association for Conflict Resolution Greater New York Chapter (ACR-GNY).

Naf Kwun, Partner at Lee Anav Chung White Kim Ruger & Richter LLP and AABANY Director, received a Best Under 40 Award from NAPABA.

Brian Lee, founding member and former Co-Chair of the Prosecutors' Committee, was promoted to Deputy Executive ADA for General Litigation at the Nassau County District Attorney's Office.

Dong Joo Lee, Co-Chair of AABANY's Military and Veterans Affairs Committee, was promoted to the rank of Lieutenant Commander in the U.S. Navy Reserves.



Glenn D. Magpantay, Executive Director of the National Queer Asian Pacific Islander Alliance and Co-Chair of AABANY's LGBT Committee, received the Daniel K. Inouye Trailblazer Award from NAPABA.

Hugh H. Mo, Esq., Chairman of the Asian-American Police Executives Council, was honored by the Queens DA's Office at the Lunar New Year 2021 Celebration.

Jeffrey Mok, Principal at Fish & Richardson P.C. and Co-Chair of AABANY's Intellectual Property Committee, received a 2020 Rising Stars Award from the *New York Law Journal*.

Kin Ng, Chief of the Red Zone Trial Bureau at the Kings County District Attorney's Office, was one of this year's recipients of the New York City Bar Association's Thomas E. Dewey Medal at The Sixteenth Annual Thomas E. Dewey Medal Presentation.



Sapna Palla and Brian Song, AABANY President and Immediate Past President, were jointly recognized as 52nd on the 2020 Power List of the 100 Most Influential Asian Americans in New York Politics & Policy, released by *City & State*.

Won S. Shin, AABANY Board Director, was promoted to Chief of Appeals at the United States Attorney's Office, Criminal Division, Southern District of New York.

Karen Yau, Of Counsel at Kakalec Law LLP and Co-Chair of AABANY's Pro Bono and Community Service Committee, received a Pro Bono Award from NAPABA.



Ji Hye You, as a partner at Schulte Roth & Zabel, received a 2020 Rising Stars Award from the *New York Law Journal*.

AABANY's Pro Bono and Community Service Committee was presented with a Certificate of Commendation for their work during the pandemic by Senator Brian Kavanaugh at the NYS Senators' Lunar New Year virtual celebration.

New York Metro Super Lawyers and Rising Stars

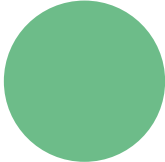
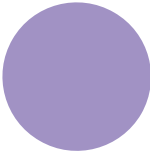
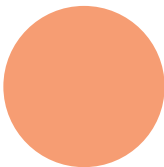
Congratulations to the AABANY members who made the
New York Metro Super Lawyers and Rising Stars list in 2020!

New York Metro Super Lawyers

Eugene L. Chang, Willkie Farr & Gallagher LLP
Vincent T. Chang, Wollmuth Maher & Deutsch LLP, Former AABANY President (2007)
Loyti Cheng, Davis Polk & Wardwell LLP
Kenneth Chin, Kramer Levin Naftalis & Frankel LLP
John Ho, Cozen O'Connor P.C., Co-Chair of AABANY's Labor and Employment Law Committee
Annie Huang, Robins Kaplan LLP
Glenn Lau-Kee, Lau-Kee Law Group PLLC, Former AABANY President (1997-98), First APA President of the New York State Bar Association
Kenneth E. Lee, Levine Lee LLP
Lisa S. Lim, Akerman LLP
Kyoko Takahashi Lin, Davis Polk & Wardwell LLP
Gilbert K.S. Liu, Kramer Levin Naftalis & Frankel LLP
Tiffany Ma, Young & Ma LLP
Gloria Tsui-Yip, Gottlieb, Rackman & Reisman, P.C.
Vino Varghese, Varghese & Associates, P.C.
Tsui H. Yee, Law Offices of Tsui H. Yee P.C.
Pauline Yeung-Ha, Grimaldi & Yeung LLP

New York Metro Rising Stars

Moses M. Ahn, Liakas Law, P.C.
Keala Fumiko Chan, Chan Hubbard PLLC
Shruti Chopra, Paul, Weiss, Rifkind, Wharton & Garrison LLP, Co-Chair of AABANY's Mentorship Program
Mulan Cui, Winston & Strawn LLP
Han Deng, Reed Smith LLP
Anthony K.C. Fong, Law Office of Anthony K.C. Fong, Esq.
Flora Go, Fried, Frank, Harris, Shriver & Jacobson LLP
Ligee Gu, Halperin Battaglia Benzija, LLP
Lawrence S. Han, Rivkin Radler LLP
Claire Huynh, Condon & Forsyth LLP
Kail Jethmalani, Axinn, Veltrop & Harkrider LLP
Albert K. Kim, William Schwitzer & Associates
Kathleen Y. Kim, Winston & Strawn LLP
Joyce E. Kung, Sive, Paget & Riesel P.C.
Olivia Sul Ki Lee, Lee Anav Chung White Kim Ruger & Richter LLP
Darley Maw, Baker & Hostetler LLP, Co-Chair of AABANY's Young Lawyers Committee
Alysha M. Naik, Latham & Watkins LLP
Claudia Pak, Kramer Levin Naftalis & Frankel LLP
Sun Ah (Michelle) Park, Wilson Elser Moskowitz Edelman & Dicker LLP
Nicholas Tam, Shaub, Ahmuty, Citrin & Spratt LLP
Shengyang Wu, Caesar and Napoli, P.C.
Stacy Wu, Law Office of Stacy L. Wu
Melissa Yang, Rakower Law PLLC
Ji-Young (Rachel) Yoo, Law Offices of Rachel J. Yoo, LLC
Honghui S. Yu, Olshan Frome Wolosky LLP

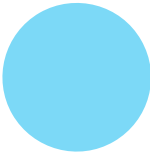


2020 Partners

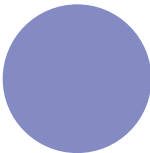
2020 Community Partners

Asian American International Film Festival
Asian American Legal Defense and Education Fund
Asian Real Estate Association of America (AREAA)
Chinatown Community Land Trust (CLT)
Good Old Lower East Side (GOLES)

Bar Associations



Affinity Bar Collective
Asian Pacific American Lawyers Association of New Jersey (APALA-NJ)
Connecticut Asian Pacific American Bar Association
Filipino American Lawyers Association of New York (FALA New York)
Korean American Lawyers Association of Greater New York
Muslim Bar Association of New York
National Asian Pacific Islander Prosecutors Association
Network of Bar Leaders
New York City Bar Association
New York County Lawyers Association
New York State Bar Association
Queens County Bar Association
South Asian Bar Association of New York



Annual Dinner 2020 Sponsors

Diamond

Broadridge

Platinum

BakerHostetler

Fried Frank

Shearman & Sterling

Skadden

Wachtell, Lipton, Rosen & Katz

Weil, Gotshal & Manges LLP

Gold

Charter Communications

Cravath, Swaine & Moore LLP

Davis Polk & Wardwell LLP

Debevoise & Plimpton LLP

Dentons

Kirkland & Ellis LLP

Mayer Brown

Paul, Weiss, Rifkind, Wharton

& Garrison LLP

Schulte Roth & Zabel LLP

Silver

Akin Gump Strauss Hauer & Feld LLP

Allen & Overy

Alston & Bird LLP

Boies Schiller & Flexner LLP

Cadwalader, Wickersham & Taft LLP

Cleary Gottlieb Steen & Hamilton LLP

Crowell & Moring LLP

Fox Rothschild LLP

Greenberg Traurig LLP

Hunton Andrews Kurth

Jowers Vargas

K&L Gates

Kobre & Kim LLP

Kramer Levin Naftalis & Frankel LLP

Latham & Watkins LLP

Levine Lee

Littler Mendelson P.C.

Mintz

Moritt Hock & Hamroff LLP

Paul Hastings

Perkins Coie LLP

Proskauer Rose LLP

Quinn Emanuel Urquhart & Sullivan LLP

Ropes & Gray LLP

Sidley Austin LLP

Simpson Thacher & Bartlett LLP

Sullivan & Cromwell LLP

White & Case LLP

Wiggin and Dana LLP

Willkie Farr & Gallagher LLP

WilmerHale

Winston & Strawn LLP

Bronze

Barry M. Kazan

Parkin Lee

Consilio LLC

Day Pitney LLP

Fross Zelnick Lehrman & Zissu P.C.

Haynes & Boone LLP

McCarter & English LLP

Morgan, Lewis & Bockius LLP

Rivkin Radler LLP

Sapna & Prasad Palla

Seyfarth Shaw LLP

Corporate

DLA Piper LLP

East West Bank

MassMutual

Fall Conference Sponsors

Gold Level

Broadridge

Silver Level

Con Edison



Membership Director's Report

Beatrice Leong, Membership Director

According to AABANY's by-laws, the Membership Committee shall consist of the Membership Director and at least three Active Members appointed by the President. The Membership Committee develops recommendations for programs and services that meets the needs of the membership and encourages new members to join AABANY. During FY 2021, Beatrice Leong and Christopher Bae, Co-Chairs of the Membership Committee, held various membership events and Monthly Membership Mixers aimed to encourage members to participate, spend time meeting other members, and provide them with a memorable experience.

For the last few years, student members have constituted nearly a quarter of AABANY paid members. We continue to work closely with the Student Outreach Committee to provide meaningful programming to assist with the transition between law school and professional life.

During FY 2021, AABANY membership surpassed 1,600. Please help us keep our numbers strong by renewing your memberships and inviting others to join. AABANY's foremost goal is to offer each member continuous benefits and interactions with our community.



Treasurer's Report

William Hao, Treasurer

In 2020, AABANY's theme was Stronger Together: Unity in Diversity.

For the 2021 fiscal year (April 1, 2020 to March 31, 2021), the Board approved a general operating budget of approximately \$340,000 including a committee budget of about \$45,000. In light of the Covid-19 pandemic, AABANY put forth a fiscally conservative budget for FY2021, which accounted for the uncertainties arising from the pandemic and the inability to hold in-person events. Despite these circumstances, AABANY continued expansion of its committee activities virtually and experienced record membership growth.

As of March 31, 2021, our investment account balance is \$1,392,355.51 and our operating account balance is \$361,516.48. Under a conservative investment policy, AABANY's total performance return as of March 31, 2021 (including cash and investments) year to year was 7.1%.

We thank you for your continued support and involvement this year and as we head into our new fiscal year in 2021, we encourage you to unite with us in equity and justice.





Year in Review

AABANY embraced our theme of Stronger Together: Unity in Diversity during fiscal year 2021, when our country was met with a global pandemic, civil unrest, economic downturn, and racial reckoning. In a year filled with challenges and uncertainty, we worked together to support diversity and inclusion in the legal profession for Asian Americans and all under-represented communities.

Throughout the year, we held various panel discussions, CLE courses, networking events, and social events virtually on Zoom and Remo to connect with our members and prospective members. We also co-sponsored numerous events to support and engage other groups and organizations in the wider community.

We thank our members, sponsors, and community partners for their support in making 2020 a very successful year for AABANY and their continued support of our mission. Our theme for 2021 is Uniting for Justice and Equity, which we introduced at our Virtual Gala on February 24, 2021.

Below, we offer major highlights from the past year, starting from last year's Annual Meeting through the first quarter of 2021.

February 11, 2020 AABANY held its **Annual Meeting of Members** at Allen & Overy. President Brian Song presided over the proceedings. Elections were held for the 2020 Board of Officers and Directors, along with a vote on bylaw revisions to clarify and extend term limits. President Brian Song presented the Year in Review and Executive Director, Yang Chen, presented the Report of the Committees. Awards were then presented honoring several members for their dedication to AABANY over the past year. The Committee of the Year was presented to the Young Lawyers Committee, the Program of the Year was presented to the AABANY Trial Reenactments Project under the auspices of the Professional Development Committee, and the Member of the Year Award was presented to Beatrice Leong.

February 26, 2020 AABANY hosted its **31st Anniversary Annual Dinner** at Cipriani Wall Street. The dinner attracted over 800 attorneys, judges, prosecutors, in-house counsel, government officials, and dignitaries. It was sponsored by more than 60 law firms and corporations. AABANY honored the following individuals at the event: **Hon. Sri Srinivasan**, United States Court of Appeals for the District of Columbia, with the Public Interest Leadership Award; **Yen Chu**, Chief Legal Officer, Equinox Holdings, Inc., with the Women's Leadership Award; **Alan Tse**, Global Chief Legal Officer, Jones Lang LaSalle, Inc., with the Corporate Leadership Award. AABANY also presented **Skadden, Arps, Slate, Meagher & Flom LLP** with the 2020 Law Firm Diversity Award.



Alan Tse, Global Chief Legal Officer, Jones Lang LaSalle, Inc., received the Corporate Leadership Award.



Skadden, Arps, Slate, Meagher & Flom LLP received the Law Firm Diversity Award.

February 27, 2020 AABANY hosted a breakfast meeting for law students with Chief Judge Sri Srinivasan, U.S. Circuit Judge of the D.C. Court of Appeals, at The Smith in NoMad. Judge Srinivasan familiarized students with his many life experiences by speaking about his upbringing, education, and career. Everything from his judicial philosophy to his love of sports provided attendees with important nuggets of wisdom and essential insights. After giving students background on his experiences and philosophy, Judge Srinivasan opened himself up for questions from the attendees. Many of the students focused particularly on how they can better represent their ethnic communities and perform optimally in the field.



Hon. Sri Srinivasan, U.S. Court of Appeals for the District of Columbia, received the Public Interest Leadership Award.



Yen Chu, Chief Legal Officer, Equinox Holdings, Inc., received the Women's Leadership Award.



Law students met with Hon. Sri Srinivasan for breakfast at The Smith in NoMad.

APA Heritage Month Events

May 21, 2020 AABANY presented its "Fortune 500 General Counsel Panel: Leadership During Crisis," part three of NAPABA's General Counsel Webinar Series. The event highlighted prominent General Counsels working in various industries and discussed the impact of COVID-19 in the workplace along with advice for aspiring General Counsels. The panelists included Damien Atkins, General Counsel of the Hershey Company; Peter Beshar, Executive Vice President and General Counsel of Marsh & McLennan; Elisa Garcia, Chief Legal Officer and General Counsel of Macy's; David Hyman, General Counsel and Company Secretary of Netflix; Alan Tse, Global Chief Legal Officer and Corporate Secretary of JLL; and David Yawman, Executive Vice President of Government Affairs, General Counsel and Corporate Secretary of PepsiCo. The panel discussion was moderated by Michael Wu, Chief Legal Officer and Corporate Secretary of Madewell. The panel attracted more than 500 registrants and attendees were eligible to receive 1.0 New York CLE credits, with 0.5 credits fulfilling the Diversity, Inclusion, and Elimination of Bias requirement and 0.5 credits fulfilling the Law Practice Management requirement.



AABANY presented a Fortune 500 GC Panel on leadership during COVID-19.

May 27, 2020 AABANY co-sponsored with Alston & Bird a two-part series dedicated to helping small businesses mitigate financial losses in light of COVID-19 titled "COVID-19: Relief for Small Businesses Webinar Series." Part 1 on May 27 covered employment, labor, and safety issues related to coming back to work. Part 2 on May 28 discussed the various economic relief packages passed under the Coronavirus Aid, Relief, and Economic Security Act (CARES Act), including the Payroll Protection Program (PPP) and the Economic Injury Disaster Loan (EIDL), as well as how Chapter 11 bankruptcy and the Small Business Reorganization Act can help small businesses ensure long-term financial stability.

May 28, 2020 In commemoration of Asian Pacific American Heritage Month, AABANY co-sponsored with the Asian Affinity Network at Allen & Overy LLP a live virtual trial reenactment of the Murder of Vincent Chin. A panel discussion followed the trial reenactment, featuring: Christine Choy, director of the Academy Award-nominated documentary film, "Who Killed Vincent Chin?" and professor at NYU Tisch

School of Arts; Emil Guillermo, print and broadcast journalist, and contributor to the Asian American Legal Defense and Education Fund's blog; and Jia Lynn Yang, Deputy National Editor at *The New York Times* and author of *One Mighty and Irresistible Tide*, which examines the history of immigration in the United States. The panel discussed the political implications of the outcome of the case and the history of Asian immigration in the U.S., anti-Asian violence and hate crimes. Attendees were eligible to receive 2.0 CLE credits in Diversity, Inclusion and Elimination of Bias.

Summer Events

June 10, 2020 AABANY hosted a general interest meeting over Zoom to discuss the formation of a Family & Elder Law Committee. Members Beatrice Leong, S. Yan Sin, and May Wong, who all practice matrimonial law, proposed creating this committee because they noticed a lack of Asian Americans in the field. The Family & Elder Law Committee aims to focus on issues pertaining to divorce, custody, child support, domestic violence, guardianship, estate planning, abuse/neglect, pre- and post-nuptial agreements and a host of other areas. The committee would also serve as a way to raise awareness about these areas of law which are more directly related to helping individuals.

Eleventh Annual Fall Conference

September 25-26, 2020 AABANY held its 11th annual Fall Conference, "Stronger Together: Unity in Diversity." This year, the conference took place virtually on Zoom and Remo, with about 400 attendees throughout the two days.

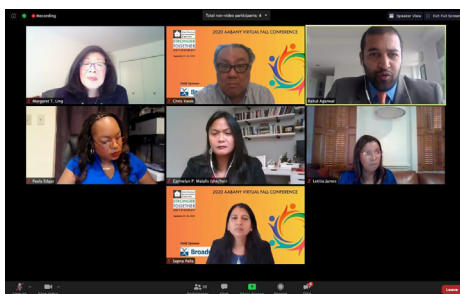
On Friday, September 25, AABANY kicked off the 2020 Fall Conference with the General Counsel Roundtable program, entitled "Promoting Unity and Strength Through Leadership." The program followed a Q&A format and explored a wide range of topics, from the COVID-19 pandemic to Black Lives Matter and anti-Asian violence. The panelists discussed how the pandemic has impacted their company operations and their outlook as organization leaders; the challenges in diversity and inclusion their companies are facing and how they are being addressed; and the challenges Asian Americans face in corporate America, whether or not they are seen as minorities, and what advancement initiatives are in place.

At the conclusion of the GC Roundtable, all participants were invited to a Virtual Reception on Remo to connect or reconnect with peers, friends, and colleagues from AABANY. AABANY's Norman-Lau Kee Trailblazer Award was presented to the Honorable Doris Ling-Cohan, who is a trailblazer and role model in the APA community, especially among APA women, paving the way for those interested in the legal field.

On Saturday, September 26, there were several other programs presented on cutting edge topics that offered CLE credits to attending attorneys. One program was "Enforcement in a Fragmented World," a panel on unique challenges currently facing attorneys representing clients in white collar and enforcement matters. Another program entitled "COVID-19 and Global Financial Distress: Where do We Go From Here?" examined current economic trends, strategies that have and have not worked in response to financial distress, industries that have been the hardest hit, and what we can expect in the coming months.

The program "Stronger Together: APA Women in the Legal Profession – Strategies to Support, Lead, and Advance" created a safe environment for panelists as well as listeners to have a candid conversation about race and the experiences APA women have had to face throughout their legal careers. A program that coincided at the same time was "Anti-Asian Violence and Hate Arising from the COVID-19 Pandemic," which focused on trends and newly compiled statistics related to this discrimination.

The Fall Conference concluded with a plenary session, "Allyship and Black Lives Matter—Racism, Bias, and Xenophobia in Our Communities," on the ongoing racial reckoning following the death of George Floyd and the rise in xenophobia against Asian Americans since the beginning of the pandemic. The esteemed panel discussed their experience addressing the issues of racism, bias, and xenophobia in their different capacities as government officials, bar association leaders, and diversity and inclusion specialists, especially in the context of the ongoing pandemic.



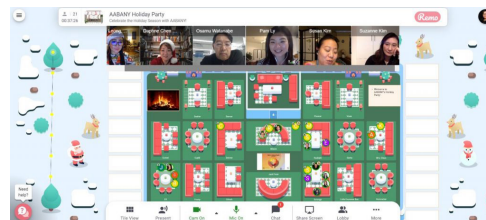
AABANY's Fall Conference concluded with a plenary session titled "Allyship and Black Lives Matter."

Fall and Winter Events

October 1-11, 2020 AABANY was a community partner for two film screenings for the 2020 Asian American International Film Festival. This year, the festival was entirely online and AABANY members were able to receive a 20% discount code to watch *Aswang*, directed by Alyx Ayn Arumpac, and *Coded Bias*, directed by Shalini Kantayya.

December 10, 2020 AABANY held its annual Holiday

Party on Remo. The Remo event room was decorated with a holiday theme, including holiday character-themed table names and a crackling fireplace in the background. More than 30 AABANY members signed on to Remo to celebrate the holiday season. Throughout the night, guests were able to move from table to table and talk with different people. Many guests enjoyed the optional Holiday Wine & Cheese Gift Basket or Hot Chocolate & Treats Gift Basket they ordered through AABANY.



AABANY members celebrated the holiday season together at our annual Holiday Party.

February 23, 2021 AABANY launched its official podcast series, The Whole Lawyer Project, hosted by AABANY member Jane Jeong, which showcases Asian American attorneys and leaders throughout the nation and the human stories behind their success. The inaugural episodes of the podcast, which feature immediate past AABANY President Brian Song and AboveTheLaw Founder, David Lat, can be found under the tab for The Whole Lawyer Project on the AABANY blog. It can also be found on Spotify and iTunes.

Panels and CLEs

June 23, 2020 AABANY presented its "Small Business Navigation of COVID-19: A Briefing on Relief and Remedies" panel as a part of AABANY's wider initiative to provide support for those adversely affected by COVID-19. The event highlighted professionals working in a variety of fields and addressed concerns regarding how to safely open up and potential next steps for small businesses. The panel was moderated by Margaret Ling, Senior Counsel at Big Apple Abstract Corp. and Co-Chair of the AABANY Real Estate Committee, and featured Amol Pachnanda, Partner at Ingram Yuzek LLP and Co-Chair of the AABANY Real Estate Committee; William Ng, Shareholder at Littler Mendelson P.C.; Anthony Kammas, Partner at Skyline Risk Management, Inc.; William Hao, Counsel at Alston & Bird LLP and AABANY Treasurer; and Anthony M. Bracco, Partner at Anchin Accountants and Advisors.

June 24, 2020 AABANY co-sponsored the virtual 4th Annual APAC Conference with Consilio. The event was moderated by AABANY member, Mengyi "Jason" Ye and Consilio Director, Brent Stevens. Discussion was led by three panelists, including Farhat Jabeen, Managing Director at Consilio; Geoffrey Sant, Partner at Pillsbury; and Meg Utterbeck, Partner at King and Wood Mallesons. The webinar discussed

topics including Article 177 from the China Securities Regulatory Commission, Cross Border Balancing Test, and discovery restraints and logistics.

July 10, 2020 AABANY co-sponsored a CLE Program titled "Combating Anti-Asian Racism and Discrimination in the Workplace in the COVID-19 Era." The panel focused on how COVID-19 is causing an increase in anti-Asian sentiment and detailed the current state of workplace discrimination laws. Speakers included Helen Park, Counsel at Cozen O'Connor, and William Li, Principal and Founder of William K. Li Law PLLC. The program was moderated by Yoojin DeNiro, Co-Chair of the AABANY Labor & Employment Law Committee.

July 22, 2020 AABANY co-sponsored GAPABA and NAPABA's webinar panel entitled "Women's Leadership Network: Pathbreakers." The event, moderated by GAPABA President Angela Hsu and Hannah Kim, Chief Legal Officer of Energizer Holdings, featured six panelists who discussed the complexities of being an Asian American woman in the legal field, sharing personal anecdotes and advice with those wishing to break the so-called "bamboo ceiling" and "glass ceiling." The panelists included Amy Chua, author and Professor of Law at Yale Law School; Hon. Neomi Rao, a judge in the D.C. Circuit of the United States Court of Appeals; Marie Oh Huber, SVP of Legal Affairs and General Counsel & Secretary at eBay; Hon. Lorna Schofield, a United States District Court Judge in the Southern District of New York; Jessie K. Liu, Former United States Attorney in D.C.; and Selena Loh LaCroix, Vice Chair & Senior Client Partner at Korn Ferry.

July 28, 2020 AABANY hosted an event titled "Embracing and Learning Diversity, Inclusion and Equity in the Workplace and Beyond." Moderated by Margaret Ling, Director of Business Development and Co-Chair of the Real Estate Committee at AABANY, the panel featured: William H. Ng, Shareholder at Littler Mendelson and former Co-Chair of the Labor & Employment Law Committee of AABANY; Donna Dozier Gordon, Director of Diversity and Inclusion at USTA; Asker A. Saeed, Diversity and Inclusion Consultant and Principal at Saeed Consulting; Sean Bacchus, CEO and Founder of the Executive Diversity and Inclusion Council; and Prof. Meredith R. Miller, President of the Network of Bar Leaders. Attendees received 1.0 credits in the Diversity, Inclusion, and Elimination of Bias requirement, and 0.5 credits in the Ethics requirement.

August 4, 2020 AABANY hosted a book talk on CUNY Professor Margaret Chin's new book, *Stuck – Why Asian Americans Don't Reach the Top of the Corporate Ladder*. Moderated by Chris Kwok, AABANY Board Director and Chair of AABANY's Issues Committee, the virtual webinar received over 300 registrations from legal and non-legal

professionals. Conversation centered around the book's subject — invisible challenges Asian Americans face when it comes to upward corporate mobility. Professor Margaret Chin discovered two critical factors that explain why Asian American professionals face difficulty in moving from mid-level management to the C-suites. The first is that Asian Americans are hidden from the research. Second, trust is a leading factor in who is and who isn't promoted. Oftentimes, those who are seen as part of the "in-group" or white are seen as more trustworthy, leaving racial minorities at a disadvantage. A Q&A session followed the talk, during which Chris, as moderator, posed questions sent via chat to Professor Chin.

September 8, 2020 AABANY co-sponsored Seton Hall Law School's webinar entitled "Asian Americans at a Crossroads: COVID-19, #BLM, Discrimination, and Allyship." The event, moderated by Professor Marina Lao, was a virtual conversation with Professor Frank H. Wu, President at Queens College, CUNY, who discussed the problems facing the Asian and Asian-American communities, the importance of allyship and building bridges across communities of color, and the history that surrounds both.

January 20, 2021 AABANY presented alongside SABANY and MuBANY a fireside chat with Honorable Shahabuddeen Ally, Supervising Judge, New York County Civil Court. Judge Ally chatted in a moderated conversation with Gigio K. Ninan, Managing Partner at Shankar Ninan & Co, LLP.

January 26, 2021 AABANY co-sponsored a virtual fireside chat hosted by the New York City Bar entitled, "Our Story: Asian American Judges Share Their Path to the Bench, and Thoughts on Diversity and of the Future." Prominent speakers included Hon. Shahabudeen Ally, Supervising Judge, New York County Civil Court; Hon. Jeffrey K. Oing, New York State Supreme Court, Appellate Division, First Department and AABANY member; Hon. Ushir Pandit-Durant, New York State Supreme Court, Queens County; and Hon. Lillian Wan, New York State Supreme Court, Kings County and AABANY member. Serving as moderator, Judge Ally led the discussion on each jurist's path to the bench, challenges faced in their paths regarding issues of diversity and inclusion, and their thoughts on the inclusion of more Asian Americans in the future of the court system.

March 20, 2021 AABANY co-sponsored Columbia Law APALSA's 10th Annual Conference, "Writing Your Own Script." Law students and young attorneys heard from experienced Asian lawyers and learned about Asian perspectives in the legal profession. The first panel, "Asian American Experience in the U.S. (Anti-Asian Violence & Public Health Crisis)," featured AABANY members Yang Chen (Executive Director), Karen Kithan Yau (Co-Chair of the Pro Bono and Community Service Committee), Karen King (Vice Chair of the

Pro Bono and Community Service Committee), and William Lee (Vice Chair of the Student Outreach Committee). Later on in the conference, there was a Cross-generational Fireside Chat featuring AABANY members Sarah Seo (past Co-Chair of the Academic Committee), Denny Chin (past AABANY President), and Kathy Hirata Chin (esteemed AABANY member, who, with Judge Chin, has been leading the AABANY Trial Reenactment project since 2007).

March 23, 2021 In celebration of Women's History Month, AABANY co-sponsored a panel discussion with McCarter & English titled "Breaking Barriers: Women in Sports." Panelists included Katrina Adams, Author of *Own the Arena* and Former President and CEO of the United States Tennis Association and chair of the US Open; Leela Narang, Executive Vice President of Eiger Marketing Group, Tournament Director of The ShopRite LPGA Classic, and former professional golfer; Michele Meyer-Shipp, Chief People & Culture Officer of Major League Baseball; and Pamela Moore, Partner, Labor & Employment Law, at McCarter & English, LLP. Moderated by AABANY Development Director Margaret Ling, the panelists discussed the barriers they and other women have faced and overcome in sports and the legal industries, and shared advice on policies and practices that can be implemented by organizations to create a corporate culture that is more diverse, equitable, and inclusive for everyone.

Community Outreach and Advocacy

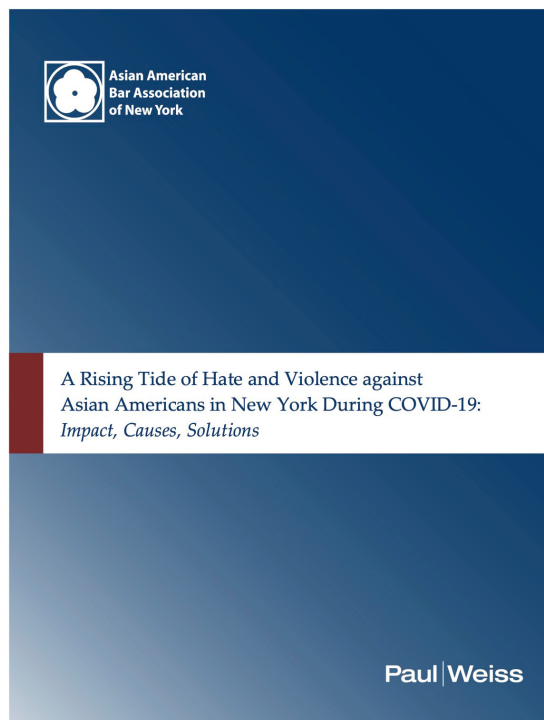
March 2020 AABANY joined with national organizations to speak out against anti-Asian rhetoric, harassment, and violence due to COVID-19. On March 11, 2020, AABANY joined letters to the United States House of Representatives and the United States Senate urging Congressional leaders to publicly denounce the increase in racist attacks and discrimination against Asian Americans in connection with COVID-19. On March 23, 2020, AABANY joined a letter to President Trump denouncing his use of terms like "Chinese Virus" and "Wuhan Virus."

June 2020 AABANY expressed solidarity with the Black community and the peaceful protesters around the country in the wake of the deaths of George Floyd, Ahmaud Arbery, and Breonna Taylor.

August 14, 2020 AABANY representatives met with Secretary Jeh Johnson to discuss and make recommendations to his review of racial bias in the New York State Court System. AABANY was represented by President Sapna Palla; Executive Director Yang Chen; William Wang, former President of AABANY and Co-Chair of AABANY's Judiciary Committee; Rena Malik, Co-Chair of AABANY's Judiciary Committee; Dai Wai Chin Feman, an AABANY Director and Judiciary Committee Co-Chair; L. Austin D'Souza, President-Elect of the South Asian Bar Association of New York (SABANY); Joe Gim,

Deputy Chief of the County Court Trial Bureau at Nassau County District Attorney's Office and Co-Chair of AABANY's Prosecutors' Committee; David Chiang, Section Chief, Community Partnerships Division, Queens District Attorney's Office and Co-Chair of the Prosecutors' Committee; and AABANY Legal Interns Annie Tan and Ephany Wang.

November 11, 2020 AABANY launched its Legal Referral and Information Service, which will connect members of the New York Asian American community with qualified legal counsel, overcoming linguistic and cultural barriers and increasing the accessibility of legal referral services in the Greater New York area for an under-served demographic.



AABANY co-authored a report with Paul, Weiss on anti-Asian violence in New York during COVID-19.

February 11, 2021 AABANY hosted a press conference on its report co-authored with Paul, Weiss: *A Rising Tide of Hate and Violence against Asian Americans in New York During COVID-19: Impact, Causes, Solutions*. Speakers of note included Chris Kwok, Board Director, Issues Committee Chair; Karen King, Vice Chair, Pro Bono & Community Service Committee and Counsel, Paul, Weiss; U.S. Rep., Grace Meng (D-NY); Prof. Russell Jeung, Stop AAPI Hate; and President Frank Wu, Queens College, CUNY. They discussed the eight-fold increase in reported hate crimes against Asians, racist rhetoric such as "the Chinese virus," and insufficient media coverage of anti-Asian violence. Since the report's release, news media across the country and around the world have summarized and cited its findings in print and on air. Chris Kwok, Co-Executive Editor of the report, has

also been interviewed by various news outlets on the report's findings.

March 16, 2021 Chris Kwok testified on behalf of AABANY before the City Council Committee on Public Safety in support of two changes to the NYPD Asian Hate Crimes Task Force: to fully fund the Task Force and to replace its volunteer staff with paid personnel. Chris testified that AABANY was the first to publicly voice these recommendations in its report on anti-Asian violence. Chris also noted that media outlets, community leaders, and politicians have since backed AABANY's proposals to fully fund and formally staff the Task Force. In the face of unrelenting anti-Asian violence throughout the state, the statement concluded with Chris' call for a fully funded and full-time task force to foster trust within the Asian American community and to encourage the continued reporting of anti-Asian hate crimes.

A Moment in Second Circuit History

On February 16, 2021, three Asian American judges formed the panel hearing oral argument at the United States Court of Appeals, Second Circuit: Circuit Judges Denny Chin and Michael Park, and District Judge Kiyo Matsumoto of the United States District Court, Eastern District of New York.

Argument Calendar, Courtroom 1703
Date: **Tuesday, February 16, 2021**
Time: **10:00am**

Venue

Courtroom 1703
Thurgood Marshall US Courthouse
40 Foley Square
New York, NY 10007

Tuesday, February 16, 2021, 10:00am

Panel: Chin, Park, C.J.J., Matsumoto, D.J.

Docket number	Case name	Time allotted
19-3106-ag	Sukwinder Singh v. William P. Barr	(10) (10)
19-3378-cv	Roque De La Fuente v. The Sherry Netherland, Inc., et al	(10) (10)
18-2603-cr	United States of America v. Roland Kyzer	On Submission On Submission
19-3092-cv	Pecola Cousar v. New York Presbyterian Queens	On Submission On Submission

March 22, 2021 Chris Kwok testified on behalf of AABANY before the New York City Council Committee on Public Safety in support of two changes to the funding of Hate Crime Units of New York District Attorneys' Offices. These recommendations call for Hate Crime Units to be staffed with full-time prosecutors and legal support personnel, and for periodic audits by the committee to ensure their use of dedicated funds for hate crime prosecution. Chris stated that AABANY first voiced these recommendations in its report on anti-Asian violence. The report specifically identified the "Jade Squad"—a police division formed to combat Chinese gang violence in the 1970s— and concomitant Asian Gang Units that were formed at the District Attorney's Office. In line with these successful historical efforts, AABANY now advocates for the creation of dedicated and fully funded hate crime divisions in law enforcement and prosecutors' offices.

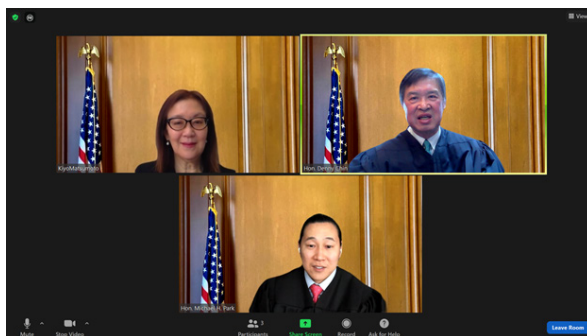
We believe this to be the first time an all-Asian American panel of judges has heard oral argument in the Second Circuit. Judge Chin was the second President of AABANY (1992-93) and together with wife Kathy Hirata Chin, a Partner at Crowell & Moring, has led AABANY in its well-known and highly acclaimed Trial Reenactments Project (see reenactments.aabany.org). Judge Matsumoto has been a longtime active member of AABANY and has taken part in numerous AABANY Trial Reenactments. Judge Park had served as an AABANY Career Placement Committee Co-Chair and has been a longtime supporter of AABANY.

The oral argument has been archived on the Second Circuit website and can be found at:

<https://www.ca2.uscourts.gov/decisions/isysquery/142be4c8-dbf1-4e96-87cd-48a231a0ac33/151-160/list/>

Look for the *Singh* and *De La Fuente* cases listed under Feb. 16, 2021.

Please join AABANY in recognizing Judges Chin, Park, and Matsumoto on this historic occasion.



Committee Chairs

ACADEMIC

Elaine Chiu
James Cho
Suzanne Kim
Donna Lee

ASIA PRACTICE

Conlyn Chan
Chris Kwok
Jian Wu

CAREER PLACEMENT

Sapna Kishnani
Christina Nguyen
Kevin Yim

COMMERCIAL BANKRUPTCY AND RESTRUCTURING

William Hao
Vincent Roldan

CORPORATE LAW

Ting Chen
Ed Lee
Larry Wee

GOVERNMENT SERVICE & PUBLIC INTEREST

Jonathan Hernandez
Kevin Hsi

IMMIGRATION LAW

Poonam Gupta
Jessie Liu
Annie Wang

IN-HOUSE COUNSEL

Grace Fu
Blossom Kan
Duane Morikawa

INTELLECTUAL PROPERTY

Ben Hsing
Jeff Mok
Greg Pan

ISSUES

Chris Kwok

JUDICIARY

Dai Wai Chin Feman
Rena Malik
William Wang

LABOR & EMPLOYMENT LAW

Yoojin DeNiro
John Ho

LGBT

Glenn Magpantay
John Vang

LITIGATION

Luna Barrington
Aakruti Vakharia
Jenny Wu

MEMBERSHIP

Christopher Bae
Beatrice Leong

MENTORSHIP

Shruti Chopra
Joseph Eng

MILITARY & VETERAN AFFAIRS

Jimmy Kang
Amos Kim
Dong Joo Lee

NEWSLETTER

VACANT

PRO BONO & COMMUNITY SERVICE

Asako Aiba
Judy Lee
Karen Lin
Karen Yau

PROFESSIONAL DEVELOPMENT

Francis Chin
Marianne Chow Newman

PROSECUTORS

David Chiang
Joe Gim
Maria Park

REAL ESTATE

Margaret Ling
Amol Pachnanda
Wendy Yu

SOLO AND SMALL FIRM PRACTICE

Bart Wu

STUDENT OUTREACH

Cecilia Kim
Jeeho Lee
Jonathan Li
Aakruti Vakharia

TAX

Sharon Kim
Rich Williams
Libin Zhang

WOMEN'S

Chatchada Chiamprasert
Jennifer Wu

YOUNG LAWYERS

Cynthia Lam
Darley Maw

Standing Committees

Awards Committee

James Cho
Naf Kwun

Audit Committee

Edward Kim

Compensation Committee

Pauline Yeung-Ha

Finance Committee

William Hao

Legal Referral and Information Service Committee

Bart Wu

Membership Committee

Beatrice Leong

Nominations Committee

Sapna Palla



Committee Reports

Academic Committee

Committee Co-Chairs:

Elaine Chiu
James R. Cho
Suzanne Kim
Donna Lee

The Academic Committee's mission is to serve AABANY members who are in the legal academy and to foster greater interaction between the legal academy and practicing attorneys.

On June 30, 2020, the Committee co-sponsored a panel discussion at St. John's School of Law titled "Police Accountability: What does it really look like?" Panelists discussed police accountability, the consequences of inaction, and areas for reform.

The Academic Committee brought the remainder of its programs online in light of the ongoing pandemic. To kick off the academic year, on September 10, 2020, the Academic Committee worked in conjunction with the Student Outreach Committee to host a wonderful, well-attended event titled, "How to Succeed as a Law Student in Light of Remote Learning." Panelists included Professor Tom Lee (Fordham Law), Adjunct Professor James Cho (NYU Law), and Professor Donna Lee (CUNY Law). The panelists offered invaluable wisdom and advice on how to be an effective student under remote conditions.

On December 18, 2020, the Committee held a meeting to discuss upcoming meetings and events, and welcomed two new academics to the Committee.

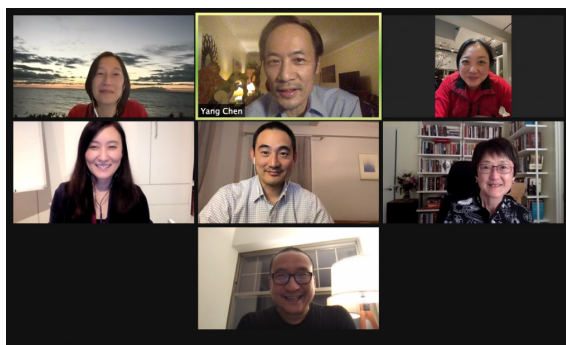
Also on December 18, 2020, the Committee hosted a Virtual Holiday Tea Break to give members of the academic community the opportunity to connect.

On January 22, 2021, the Academic Committee hosted one of AABANY's weekly membership mixers. The event was well-attended. The Committee Co-Chairs recounted their respective career paths from being practitioners to becoming professors, gave tips on how to become adjunct professors, and took questions about careers in academia.

The Committee coordinated video messages for AABANY's Virtual Gala Awardee Frank Wu, President of Queens College, which were featured at the Virtual Gala.

On February 17, 2021, the Committee hosted a special welcome reception for Professor Carol Izumi, Clinical Professor of Law, UC Hastings College of Law, and Professor of Clinical Law, Emerita, George Washington University Law School, and President

Frank H. Wu, President of Queens College, The City University of New York (CUNY).



The Academic Committee welcomed Professor Carol Izumi and President Frank H. Wu to New York.

The Committee looks forward to the new year and the return to in-person classes and AABANY events.

Asia Practice Committee

Committee Co-Chairs:

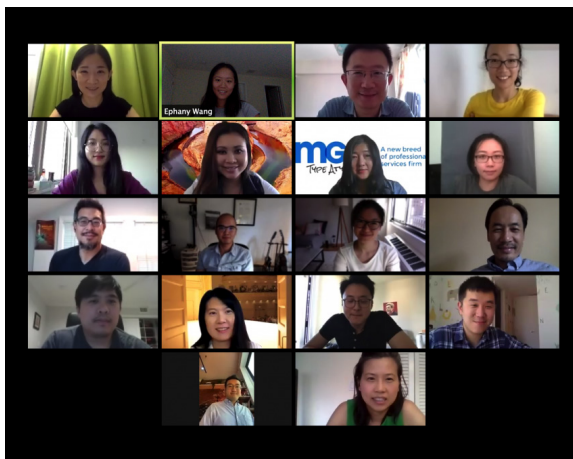
Conlyn Chan
Chris Kwok
Jian Wu

Vice Chairs:

Wen Zhang
David Hryck

Founded in 2015, the Asia Practice Committee (APC) is dedicated to serving attorneys and law students who are interested in Asia practice. The Committee provides a forum for networking, offers resources for learning, and sponsors events that are of interest to its members.

On July 15, 2020, APC kickstarted the year with a virtual happy hour that attracted around 20 participants. Attendees dialed in from across the country, with Co-Chair Jian Wu calling in from Beijing. Together with Co-Chair Conlyn Chan and Vice Chair Wen Zhang, he posed the following icebreaker question: "What is your favorite activity to do during COVID?" Answers included biking, dancing, playing guitar, baking bread, and horseback riding.



Attendees at APC's virtual happy hour discussed their favorite activities during COVID and interest in APC events.

Participants were also polled about their desire to attend APC events and what future content they would like to see. Guided by feedback, APC will look into hosting talks with Fortune 500 executives, general counsels, and law firm partners. Additionally, over the course of the next year, APC plans to organize events related to China-US business relations, COVID-19 impacts and solutions, and social networking for New York-based Asian Americans.

On September 16, 2020, APC co-sponsored the New York City Bar's webcast: "The Clock is Ticking: The Potential Impact of Recent Executive Orders on Chinese Investments and Business in the United States." APC Co-Chair Jian Wu moderated the panel discussion. The event followed former President Trump's two parallel executive orders ("EOs") on August 6, 2020 targeting the Chinese parent companies of popular social media apps, which raised uncertainty over how the EOs would be implemented. The panel shared their insights into the Trump Administration sanctions, discussed potential challenges and impacts on cross-border business, and provided strategic guidance to companies and business investors on how to navigate the associated risks.

On January 11, APC partnered with the Real Estate Committee to present "The Hunt for Unicorns: How Sovereign Funds are Reshaping Investment in the Digital Economy." Winston Ma of the China Investment Corporation and Paul Downs of Hogan Lovells spoke at the event, moderated by AABANY Development Director Margaret Ling.

Career Placement Committee

Committee Co-Chairs:

Sapna Kishnani
Christina Nguyen
Kevin Yim

Vice Chair:

Serena Nguyen

The primary purpose of the Career Placement Committee is to match qualified AABANY members with available legal positions. The Committee runs the AABANY Career Exchange, which serves as a clearinghouse for all legal positions brought to its attention and proactively seeks to match qualified AABANY candidates with such positions. AABANY members who are aware of open legal positions, as well as those who are actively or considering seeking a new position, are encouraged to contact the Committee Co-Chairs.

On August 26, 2020, the Career Placement Committee partnered with SABANY to host a virtual panel discussion entitled, "Navigating the Legal Job Market during the Pandemic." Panelists offered advice on how to find a job, build one's resume, and be a strong interview candidate. There were approximately 90 attendees. The panelists were Katherine Loanzon, Managing Director of Kinney Recruiting LLC; Alexis Lamb, Partner at Jowers Vargas; Anushree Bagrodia, Senior Managing Counsel at MasterCard; Jeeho Lee, Partner at O'Melveny & Myers LLP; and Kin Ng, Bureau Chief at the Kings County District Attorney's Office.

On Monday, January 4, 2021, the Career Placement Committee co-hosted a virtual Mock Interview Workshop in collaboration with AABANY's Student Outreach Committee, Columbia Law School's APALSA, and the Columbia Law School Alumni Association. The event was part of the Student Outreach Committee's pre-OCI series, held to prepare students for interviews during a time of great uncertainty. 90 students from various law schools in and outside of New York received mock interviews and OCI advice from a diverse range of 40 practitioners, public servants, and general counsels.

Commercial Bankruptcy and Restructuring Committee

Committee Co-Chairs:

William Hao
Vincent Roldan

The Commercial Bankruptcy & Restructuring Committee was formed in order to raise awareness of bankruptcy-related issues to non-bankruptcy practitioners, as well as provide networking opportunities for APA bankruptcy/restructuring professionals. The Committee is currently planning various networking events and CLE programs for professionals in related fields. These events will be open to all AABANY members as well as non-members. The Committee is eager to collaborate with other AABANY committees to organize thoughtful and relevant programs.

On May 27, 2020, the Committee co-sponsored Part 1 of a webinar series titled, "COVID-19: Relief for Small Businesses." The webinar highlighted the employment, labor, and safety issues related to coming back to work. Speakers included Yoojin DeNiro, Advance Publications; William Ng, Littler; William Hao, Alston & Bird; and William K. Lee, Alston & Bird (moderator).

On May 28, 2020, the Committee co-sponsored a webinar titled, "COVID-19: Relief for Small Businesses Webinar Series Part 2," which detailed government relief packages in light of the pandemic and described the bankruptcy process for small businesses.

On June 23, 2020, the Committee helped organize another webinar addressing Covid-19 issues specific to small businesses entitled, "Small Business Navigation of the Covid-19 Pandemic: A Briefing on Relief and Remedies." During this webinar, leaders from the community discussed options for relief available to small business owners, landlords, and tenants during the pandemic.

On February 3, 2021, members of the Committee met over Zoom to discuss ideas and events for the upcoming year. The meeting brought together APA restructuring attorneys, financial advisors, and turnaround consultants for some meaningful networking and exchange of ideas.

On February 11, the Committee partnered with the Student Outreach Committee to host an event titled, "What Do Bankruptcy Lawyers Do?" Topics under discussion included restructuring and whether a bankruptcy clerkship is necessary. The speakers

included William Hao (Counsel at Alston & Bird), Jessica Liou (Partner at Weil), Charlie Liu (Associate at Morgan Lewis), Geoffrey Williams (Associate at Alston & Bird), and William Lee (Associate at Alston & Bird).

Finally, the Bankruptcy Committee continues to be active in industry groups such as the Turnaround Management Association, American Bankruptcy Institute, and the New York Institute of Credit. It encourages APAs within these groups to become members of AABANY.

Our committee is planning new events for 2021 and looks forward to the new year. As always, we welcome and encourage new and existing members to join our committee and share with us their experiences, feedback, and ideas. Please feel free to contact us at william.hao@aabany.org and vincent.roltan@aabany.org.

Corporate Law Committee

Committee Co-Chairs:

Ting Chen
Ed Lee
Larry Wee

The Corporate Law Committee consists of law firm attorneys who are interested in sharing their ideas and experiences as law firm practitioners on issues facing APA lawyers through conferences, CLE classes, and social networking events. Our goal is to establish a forum in which our members can exchange ideas with and learn from one another, and we seek to help our members establish stronger relationships with other APA lawyers in the New York region.

On January 7, 2021, the Corporate Law Committee co-hosted a panel titled, "What Do Corporate Lawyers Do?," which was a part of the Student Outreach Committee's Students Meet Mentors series. Panelists Edward J. Lee, Partner at Kirkland & Ellis LLP; Jeeho Lee, Partner at O'Melveny; Terry L. Shen, Partner at Kramer Levin; Larry G. Wee, Partner at Paul, Weiss; William Lee, Associate at Alston & Bird (co-moderator); and Cynthia Lam, Associate at Skadden (co-moderator) discussed the work that corporate lawyers do and how it differs from litigation. They also shared their pathways to concentrating in corporate law and gave advice to students considering corporate law.

Government Service and Public Interest Committee

Committee Co-Chairs:

Jonathan Hernandez
Kevin Hsi

Committee Vice-Chairs

Evelyn Gong
Rina Gurung

AABANY's Government Service and Public Interest Committee (GSPI) seeks to encourage a greater number of APA lawyers to work in public interest law and public service and address the concerns of APA lawyers working in these areas. The Committee organizes and presents CLE seminars, career panels, networking events, and other programs that are geared toward these concerns. The Committee actively seeks to co-sponsor events and work with other Committees and public interest organizations that further AABANY's mission.

For the GSPI Committee, 2020-21 was a year of continued collaboration and new ideas under the continued leadership of Co-Chairs Jonathan Hernandez and Kevin Hsi and new vice-chairs Evelyn Gong and Rina Gurung. The GSPI Committee collaborated with multiple AABANY committees on a wide range of virtual events.

The GSPI Committee continued its partnership with the Pro Bono & Community Service Committee to provide free legal services to the Asian American community. GSPI held its first ever virtual joint meeting with the Pro Bono Committee on June 17, 2020. This meeting drew members from a diverse set of backgrounds and provided opportunities for all members to network, exchange ideas and discuss ways to strengthen the monthly pro bono clinic.

On June 16, 2020, the GSPI Committee co-sponsored a panel discussion entitled, "Racial Justice and Asian-Black Solidarity: A much needed conversation among Asian Pacific Islander Americans." The panel featured Jennifer Ching, Executive Director at North Star Fund, former Project Director of Queens Legal Services (LSNYC) and Director of New York Applesed; Jin Hee Lee, Senior Deputy Director of Litigation at the NAACP Legal Defense and Education Fund; Jason Wu, Attorney at the Legal Aid Society and Political Chair for GAPIMNY; and Jo-Ann Yoo, Executive Director at the Asian American Federation. The panel discussion was organized by the LGBT Committee and moderated by Sonia Lin, General Counsel of the Mayor's Office of Immigrant Affairs. The panelists

discussed the importance of building Asian-Black solidarity, challenging structural racism and supporting systemic change and accountability. This well-attended panel attracted around 150 people, including many AABANY members.

On Friday, August 14, 2020, the GSPI Committee co-hosted a virtual Membership Mixer with AABANY's Membership Committee and Prosecutors Committee featuring Won Shin, Chief of Appeals in the Criminal Division of the United States Attorney's Office of the Southern District of New York. The mixer provided a forum for AABANY members and non-members to socialize and network in an informal setting. Many GSPI members have continued to be active participants in AABANY's weekly virtual Membership Mixers.

At the AABANY 2020 Virtual Fall Conference on September 26, 2020, the GSPI committee partnered with the Pro Bono & Community Service Committee to host the panel discussion, "Anti-Asian Violence and Hate Arising from the COVID-19 Pandemic." The panel discussed trends and statistics on anti-Asian hate across the country with a focus on the New York area. The panel also discussed the urgent need to combat this hate by speaking up and speaking out against racism and violence. The panel speakers were Joe Gim (Deputy Chief, County Trial Bureau, Nassau County District Attorney's Office), Russell Jeong (Professor of Asian American Studies, San Francisco State University; Asian Pacific Policy and Planning Council), Stewart Loo (Deputy Inspector, NYPD Asian Hate Crimes Task Force), John C. Yang (President and Executive Director, Asian Americans Advancing Justice) and JoAnn Yoo (Executive Director, Asian American Federation). The program was moderated by Pro Bono Committee Vice-Chair Karen King (Counsel, Paul Weiss Rifkind Wharton & Garrison).

On February 10, 2021, the GSPI Committee held a Housing Know Your Rights Webinar with the Pro Bono Committee. The speakers were GSPI Co-Chair Jonathan Hernandez (Legal Aid Society) and GSPI Vice-Chair Rina Gurung (Housing Society, Civil Court of New York). The moderator was Pro Bono Vice-Chair Karen Lin (Former Judge, NYC Housing Court). The goal of the webinar was to provide housing information to AABANY members, pro bono volunteers and the general public.

The GSPI committee plans to continue collaborating with various AABANY committees and community groups while encouraging attorneys and law students alike to pursue careers in public interest law and public service.

Immigration Law Committee

Committee Co-Chairs:

Poonam Gupta
Zhixian Jessie Liu
Annie Wang

The Immigration Law Committee promotes and advances the interests of APA attorneys who practice immigration and nationality law. Our goal is to provide support and professional development for immigration practitioners, many of whom are either in solo or small firm practice, by organizing CLE seminars, networking opportunities, and other events. We also hold information sessions and webinars on the most recent updates in immigration law to educate the general public.

On August 18, 2020, the Immigration Law Committee hosted and organized a webinar entitled, "Post-SCOTUS Decision Status of Deferred Action for Childhood Arrivals (DACA)." This panel discussion centered on the status of DACA following the June 18, 2020 U.S. Supreme Court decision. The program was presented by Annie J. Wang, Immigrant Justice Project, Asian American Legal Defense and Education Fund and Co-Chair of AABANY's Immigration Law Committee; and Trudy S. Rebert, Staff Attorney, National Immigration Law Center. The panelists discussed main findings and takeaways from the SCOTUS decision and post-decision developments in the lower courts. They also examined developments on the ground in the Department of Homeland Security's interpretation of the SCOTUS decision, including the July 28 DHS memo on DACA and its impact on initial and renewal requests as well as advance parole requests.

In July 2020, the Immigration Law Committee, together with the Student Outreach Committee, the Pro Bono Committee, and the GSPI Committee, were scheduled to host a webinar to explain the impact of the U.S. Immigration and Customs Enforcement's in-person study requirements on international students in the United States. The Immigration Law Committee Co-Chairs, Annie Wang, Poonam Gupta and Zhixian Liu, along with William Lee from the Student Outreach Committee and Karen Yau from the Pro Bono and GSPI committees, met via Zoom to discuss the agenda for the F-1 webinar. During the planning call, with help from William Lee, we created a survey collecting questions from international students to be distributed by the Student Outreach Committee. The webinar was subsequently canceled when ICE agreed to rescind its new policy on F-1 students in a lawsuit filed by Harvard and MIT before U.S. District Court Judge Allison D. Burroughs in Massachusetts.

In 2020, the Immigration Law Committee had two committee meetings. The first was held on June 19, 2020, and the second one on July 7, 2020. Committee members and other AABANY members attended our committee meetings. The most recent committee meeting was held on January 5, 2021.

In light of the far-reaching changes to immigration policy announced by the new Biden-Harris administration, the Immigration Law Committee hosted a webinar on "Immigration Policy Changes Under Biden" on January 21, 2021. The committee plans to hold quarterly webinars on the new administration's immigration policy changes.

In-House Counsel Committee

Committee Co-Chairs:

Grace Fu
Blossom Kan
Duane Morikawa

The In-House Counsel Committee consists of in-house counsel who are interested in finding a support network and sharing their ideas and experiences as members of corporate legal departments on issues facing Asian-Pacific American lawyers. The Committee sponsored various panel discussion programs and networking events during the fiscal year.

On May 21, 2020, the Committee assisted AABANY in sponsoring the "Fortune 500 General Counsel Panel: Leadership During Crisis." Distinguished members of the panel included Damien Atkins, General Counsel, The Hershey Company; Peter Beshar, Executive Vice President and General Counsel, Marsh & McLennan Companies; Elisa Garcia, Chief Legal Officer, Macy's Inc.; David Hyman, Chief Legal Officer and Secretary, Netflix Inc.; Alan Tse, Global Chief Legal Officer and Corporate Secretary, Jones Lang Lasalle (JLL); and David Yawman, Executive Vice President of Government Affairs, General Counsel and Corporate Secretary, PepsiCo Inc. The moderator of the panel was Michael Wu, Chief Legal Officer and Corporate Secretary, Madewell, Inc. The panel discussed the challenges facing the GCs in addressing legal issues for their respective companies and industries in response to the COVID-19 pandemic.

The Committee also assisted with the AABANY Leadership Development Program ("ALDP"). This year, an in-house counsel track was added to the program and members of the Committee provided support as faculty members and participated in the program as participants.

The Committee actively participated in the AABANY 11th Annual Fall Conference held on September 25 and 26, 2020, by sponsoring the “GC Roundtable: Promoting Unity and Strength Through Leadership” panel. Distinguished members of the panel included Deborah P. Majoras, Chief Legal Officer and Secretary, The Procter & Gamble Company; Rena Hozore Reiss, Executive Vice President and General Counsel, Marriott International, Inc.; Ann Munson Steines, Executive Vice President, General Counsel and Corporate Secretary, Nordstrom, Inc.; Vanessa L. Allen Sutherland, Executive Vice President and Chief Legal Officer, Norfolk Southern Corporation; Amy Weaver, President and Chief Legal Officer, Salesforce.com, Inc.; and David Zapolsky, Senior Vice President, General Counsel and Secretary, Amazon.com, Inc. The moderator of the panel was Michael Wu, Chief Legal Officer and Corporate Secretary, Madewell, Inc. The Committee gives special thanks to Michael Wu for organizing and moderating the GC Roundtable panels, including this truly extraordinary panel. The panelists discussed their experiences taking leadership roles and collaborating with others to address the challenges facing their organizations during the COVID-19 pandemic.

The Committee will continue to develop programs and events to meet the needs and interests of its members. The Committee will also continue to keep its members informed of opportunities to become involved with AABANY and the in-house legal community, as well as provide resources for members to grow in their respective careers and industries.

Intellectual Property Committee

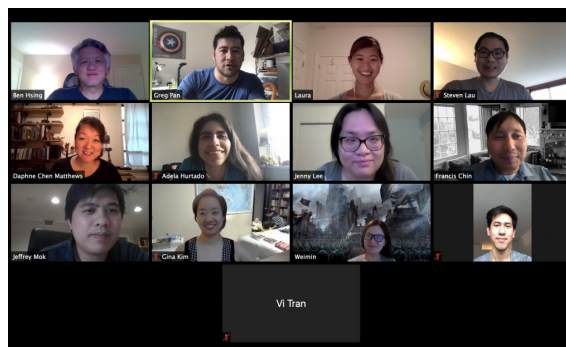
Committee Co-Chairs:

Ben Hsing
Jeff Mok
Greg Pan

The Intellectual Property Committee seeks to:

1. provide practical skills training, support, and opportunities for practicing and aspiring intellectual property lawyers in the New York area;
2. be a resource for artists, authors, and inventors within the community to provide information about the protection and use of intellectual property;
3. serve as a forum to explore U.S.-Asia intellectual property issues; and
4. provide networking opportunities for AABANY members interested in intellectual property.

On May 27, 2020, the IP Committee hosted its first ever Zoom mixer and networked while working together on some TV and movie-based Rebus puzzles, which were easily crushed by the codebreaking attendees.



Attendees at the IP Committee's first ever Zoom mixer network while collaborating on TV and movie-based Rebus puzzles.

On December 11, 2020, the IP Committee partnered with the Center for Art Law to host a CLE program titled, “Buck For Your Art: Legal Tools For Turning Art Into Profit.” IP Committee Co-Chair Greg Pan, who was a co-panelist of the program, presented ways to ensure that artists get fair value for their creations and brand. Greg discussed sales, consignments, and licensing in the traditional and digital marketplaces.

On March 3, 2021, the IP Committee held a committee meeting on Zoom to catch up, meet new members, and discuss upcoming events.

On March 25, 2021, the IP Committee co-hosted a Careers in Intellectual Property event with the Young Lawyers and Student Outreach Committees. Law students and legal professionals were able to listen to and discuss with thirteen practicing attorneys to learn about different careers in intellectual property. Attendees were able to move from table to table on the Remo platform and meet different panel members.

Issues Committee

Committee Chair:

Chris Kwok

AABANY's Issues Committee considers and examines a variety of issues that impact, directly or indirectly, the APA community. The Committee then provides recommendations to AABANY's Board on whether or not the association should, consistent with its mission, take action on the issues, and if so, in what way and to what extent. AABANY's Issues Committee continues to seek motivated legal talent to join it in expanding AABANY's activity in accordance with its stated mission of advocating for the APA community.

The Issues Committee co-hosted the CLE, “Anti-Asian Violence and Hate Arising from COVID-19,” on April 29, 2020 with the Pro Bono and Community Service Committee and the Women’s Committee. This webinar examined recent trends and data collection regarding anti-Asian violence incidents, as well as the legal framework of hate crimes under New York and federal law. The nearly 100 attorneys who attended were offered opportunities to volunteer with AABANY and resources to advise community members on their rights.

The committee also co-hosted a series of webinars titled “Anti-Asian Violence and Hate Arising from the COVID-19 Pandemic” with the Pro Bono and Community Service Committee, Academic Committee, and Women’s Committee. The webinar was presented in English on May 13, 2020; in Mandarin and Cantonese on May 16, 2020; and in Korean on May 17, 2020. Panelists addressed the increase in violent incidents against the Asian American community, as well as the relevant state and federal laws for victims and witnesses of these hate crimes who seek to report them.

At the Fall Conference, the Issues Committee partnered with the Real Estate Committee to host a plenary session on “Allyship and Black Lives Matter - Racism, Bias and Xenophobia in Our Communities.” Speakers discussed the ongoing racial reckoning following the death of George Floyd and the rise in xenophobia against Asian Americans since the beginning of the pandemic.

Committee Chair Chris Kwok served as an executive editor for the report on anti-Asian violence AABANY co-authored with Paul, Weiss: *A Rising Tide of Hate and Violence against Asian Americans in New York During COVID-19: Impact, Causes, Solutions*. The primary finding of the report is that anti-Asian hate and violence surged in 2020. Between March and September of that year, the number of reported anti-Asian hate incidents related to COVID-19 exceeded 2,500. The report highlights seven initiatives that will help policyholders at all levels keep communities safe and hold perpetrators of violence accountable. These initiatives range from broad prescriptions, such as public education campaigns and collaboration among minority groups, to specific remedies, such as clear reporting mechanisms for victims and the more consistent prosecution of hate crimes.

On February 11, 2021, AABANY hosted a press conference centered on the report. Speakers of note included Chris Kwok, Board Director, Issues Committee Chair; Karen King, Vice Chair, Pro Bono & Community Service Committee and Counsel, Paul, Weiss; U.S. Rep., Grace Meng (D-NY); Prof. Russell Jeung, Stop AAPI Hate; and President Frank Wu, Queens College, CUNY. Since the release of the

report, news media across the country and around the world have summarized and cited its findings.

Judiciary Committee

Committee Co-Chairs:

Dai Wai Chin Feman
Rena Malik
William Wang

The Judiciary Committee leads AABANY’s efforts to increase the number of qualified Asian Pacific American (“APA”) attorneys in the federal, state, and local judiciary and to advocate for the interests of APA judges, including increasing judicial pay and preserving judicial independence.

On May 20, 2020, the Judiciary Committee co-sponsored a panel with the Public Interest Committee of the South Asian Bar Association of New York (SABANY) on “Becoming a Magistrate Judge.” Panelists included Hon. Sanket Bulsara and Hon. Peggy Kuo, with former Judiciary Committee Co-Chair Linda Lin as moderator. The panel was a detailed and informative discussion on applying for a Magistrate Judgeship. Seeking to encourage and assist those applying for vacancies in the Eastern District of New York, Ms. Lin and the judges provided invaluable insight and practical tips for the application and interview process.

On August 14, 2020, the Judiciary Committee Co-Chairs joined President Sapna Palla, Executive Director Yang Chen, and other AABANY leaders in a meeting with Secretary Jeh Johnson to assist him in fulfilling his task of leading a review of equal justice and racial bias in the New York State court system. On October 15, Secretary Johnson released his report on Equal Justice in the New York State Courts, which incorporated many of AABANY’s recommendations.

On January 20, 2021, the Judiciary Committee co-sponsored a virtual “fireside chat” featuring the Hon. Shahabudeen Ally, Supervising Judge of the New York City Civil Court, New York County. The event was co-sponsored with SABANY and the Muslim Bar Association of New York. Judge Ally led an insightful and inspiring discussion on his judicial career.

On January 26, 2021, the Judiciary Committee co-sponsored an event featuring Asian American jurists with the Asian American Judges Association of New York, the Franklin H. Williams Commission and the City Bar Diversity, Equity and Inclusion Committee. Judge Shah Ally served as the moderator for panelists Judge Lillian Wan, Appellate Justice Jeffrey Oing and Supreme Court Justice Ushir Pandit-Durant. The jurists discussed their paths to the bench and the challenges they faced along the way,

reflecting on issues of diversity and inclusion. The jurists also discussed diversity and inclusion issues raised in Secretary Johnson's report on equal justice and racial bias, and spoke to the future of the court system in terms of the inclusion of Asian American judges and attorneys.

Our Screening and Vetting Subcommittee has continued to actively work remotely throughout the year to review many applications for endorsements and assist those endorsed with seeking various judgeships at the state and federal level.

Labor and Employment Law Committee

Committee Co-Chairs:

Yoojin DeNiro
John Ho

The Committee looks to promote the professional development of lawyers and human resources professionals practicing or engaging in Labor & Employment law through CLE programs, career panels, and networking events. The Committee actively seeks to connect the APA community with the expertise of lawyers and human resources professionals within the Committee and to promote education and discussions about workplace issues affecting employees, employers, and their families.

On May 27, 2020, the L&E Committee co-sponsored a webinar with Littler and Alston & Bird on "Employment, Labor, and Safety Issues Related to Returning to Work During COVID-19." The webinar addressed safety guidelines for returning to work during the pandemic. The presentation highlighted a variety of topics, including reopening guidelines for different industries, Paycheck Protection Program (PPP) loans, and various sick leave laws. The webinar featured panelists Yoojin Deniro, Co-Chair of the L&E Committee, and William Ng, Attorney at Littler and founding Co-Chair of the L&E Committee. The event was moderated by William Lee, Associate at Alston & Bird and AABANY member.

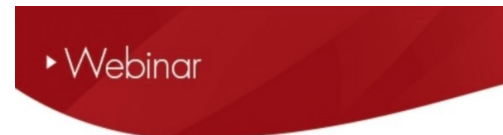
William K. Lee
Sectured Finance
Associate
Alston & Bird
New York, NY
w.lee@alston.com
112.210.9442

YOOJIN DENIRO
Labor & Employment Counsel
Advance Publications
New York, NY
ydeniro@advance.com
212.286.8311

WILLIAM H. NG
Shareholder
Littler
New York, NY
wng@littler.com
631.247.4707

The L&E Committee co-sponsored "Employment, Labor, and Safety Issues Related to Returning to Work During COVID-19."

On July 10, 2020, the L&E Committee co-sponsored a CLE program titled, "Combating Anti-Asian Racism and Discrimination in the Workplace in the COVID-19 Era." The program focused on how COVID-19 was causing an increase in anti-Asian sentiment and detailed the current state of workplace discrimination laws. More than 600 people attended the program. Speakers included Helen Park, Counsel at Cozen O'Connor, and William Li, Principal and Founder of William K. Li Law PLLC. The program was moderated by Yoojin DeNiro, Co-Chair of the L&E Committee. The CLE was hosted by Co-Chair John Ho's law firm, Cozen O'Connor.



co-sponsor: Asian American Bar Association of New York

Combating Anti-Asian Racism and Discrimination in the Workplace in the COVID-19 Era

Speakers:



Helen Park
Counsel
(215) 665-2196
hpark@cozen.com



William Li
Principal of William K. Li, PLLC

Moderator:



Yoojin DeNiro
Co-chair of AABANY L&E committee, L&E Counsel at Advance

The L&E Committee co-sponsored "Combating Anti-Asian Racism and Discrimination in the Workplace in the COVID-19 Era."

On February 16, 2021, the L&E Committee planned a social event to introduce L&E members and discuss L&E topics and challenges relevant to their practice in light of COVID-19 in the past year.

LGBT Committee

Committee Co-Chairs:

Glenn Magpantay
John Vang

The Lesbian/Gay/Bisexual/Transgender (LGBT) Committee of AABANY strives to foster the acceptance and advancement of LGBT Asian and Pacific Islander (API) Americans in the law and legal profession. The Committee organizes programs geared toward LGBT attorneys and allies, including our annual networking reception for LGBT Asian American/South Asian Attorneys. The Committee aims to develop and present career and practice development-related programs that cover a variety of practice areas and legal topics. The Committee

also seeks to provide a forum for professional and social networking both within and outside of AABANY through unique networking events.

Racial Justice and Asian-Black solidarity: A Much-Needed Conversation Among Asian and Pacific Islander Americans

The Black Lives Matter (BLM) protests in 2020, following the killing of George Floyd by a Minneapolis police officer, rightfully sparked outrage about the deaths of Black lives at the hands of law enforcement in this country. In the midst of those protests, the LGBT Committee recognized the need to have difficult conversations in Asian and Pacific Islander communities about racial justice, police accountability, and our role.

On June 16, 2020, the LGBT Committee organized a discussion with API community leaders and lawyers on approaches to addressing structural racism and inequality, building Asian-Black solidarity, and supporting systemic change and accountability. We asked: How can Asian and Pacific Islander Americans build solidarity with Black Americans and confront our country's history and legacy of anti-Black racism and white supremacy?

Our panelists were leaders within the Asian American and civil rights community: Jennifer Ching, Executive Director, North Star Fund; Jin Hee Lee, Senior Deputy Director of Litigation, NAACP Legal Defense and Education Fund; Jason Wu, Attorney, The Legal Aid Society; and Jo-Ann Yoo, Executive Director, Asian American Federation. The panel was moderated by Sonia Lin, Deputy Commissioner and General Counsel of the Mayor's Office of Immigrant Affairs, in her capacity as a member of the AABANY LGBT Committee.

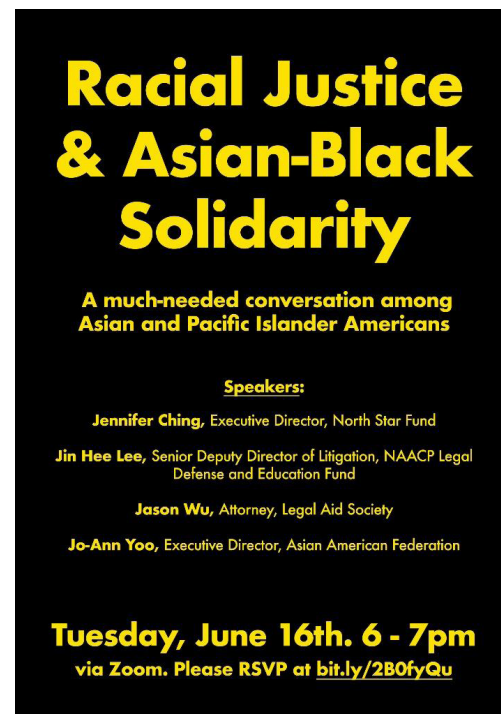
Among the many points discussed, Jennifer Ching defined Asian-Black solidarity as acting out of an understanding that the histories, current challenges, and futures of Black and Asian American communities are completely connected and interdependent. Jo-Ann Yoo explained how the Asian American Federation has worked to create solidarity with other communities of color by organizing around the disproportionate and overlooked impact that COVID-19 has had on minority-owned businesses. Jin Hee Lee explored how anti-Black racism within the Asian American community is fueled by a misguided acceptance of the model minority myth, which has paradoxically perpetuated Asian invisibility. Optimistically, Lee cited that the growing number of open discussions about race can help our community "reevaluate [its] understanding of race and the structural support systems that uphold white supremacy." Finally, Jason Wu discussed the intersectionality of Black liberation with other social movements and the necessity

for allies to unify on systemic issues that have marginalized different communities.

The LGBT Committee hosted the panel over Zoom and drew well over 100 participants, both locally and from as far away as Hawaii.

The LGBT Committee was grateful for the co-sponsorship of AABANY's Government Service and Public Interest, Litigation, Women's, and Young Lawyers committees.

A link to the panel can be found here: [Racial Justice and Asian-Black Solidarity: Conversation Among Asian and Pacific Islander Americans - YouTube](#)



The LGBT Committee organized a discussion with API community leaders and lawyers on building Asian-Black solidarity.

The LGBT Committee's Co-Sponsorships

The LGBT Committee is richly fueled by its close alliance with national API LGBT organizations. The Committee co-sponsored events with the LGBT Committee of the National Asian Pacific American Bar Association (NAPABA) and the National Queer Asian Pacific Islander Alliance (NQAPIA). Among these events were networking socials and a training session to support attorneys in fulfilling their ethical obligations regarding the 2020 Census.

Future Panels

In the works is a panel discussing the recent elections, the changing national political landscape, and the prominent role of API politicians—particularly LGBT API politicians—in facilitating that shift.

Litigation Committee

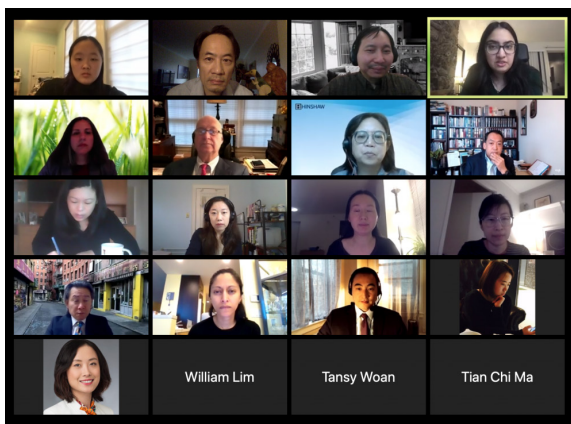
Committee Co-Chairs:

Luna Barrington
Aakruti Vakharia
Jenny Wu

The Litigation Committee is dedicated to attorneys and law students who are interested in litigation. The Committee sponsors events that are of interest to its members and provides a forum and resources for networking and learning.

On October 8th, 2020, the Litigation Committee partnered with the Student Outreach Committee to hold a Careers in Litigation pre-OCI panel via Zoom. The six panelists present included Aakruti Vakharia (small firm/boutique/antitrust), Jenny Wu (biglaw and clerkships), Brian Song (biglaw partner), Sarah Ryu (biglaw associate), Christopher Bae (prosecutor), and John Vang (government/public service/appeals). During the panel, students learned about the different types of litigation careers, what they entail, and what skills are important for success as a litigator.

On December 5th, 2020, the Litigation Committee organized a virtual CLE called the Trial Advocacy Program. This program has historically taken place during the Fall Conference, but this year it was a standalone event. Eight students worked in pairs to put together a basic case (Opening, Direct, Cross, Closing). The day started with a keynote address from Judge Diane Gujarati, who discussed her experience as a trial lawyer and gave advice



Students in the Trial Advocacy Program participate in mock trials led by experienced faculty members.

to the attendees. She emphasized the importance of attention to detail, preparation, and flexibility. Students then attended panels and breakout sessions to sharpen their skills. Manisha Sheth and Mark Berman led the AM panel on how to conduct effective openings and directs. James Cho and Joe Gim led the PM panel on how to conduct crosses and closings. After each panel, students were broken

up into small groups in which they performed their assigned roles and received individualized feedback from faculty. Yasuhiro Saito, James Cho and Mark Berman coached one group, and Connie Montoya, Peter Polchinski and Sam Yee coached the other group. Each breakout group consisted of one plaintiff student pair and one defendant student pair.

On March 15th, 2021, the Litigation Committee hosted a CLE panel titled "Trial by Zoom: Effective Advocacy for Remote Trials." Distinguished panelists included Irisa Chen (Weil), Lan Hoang (BakerHostetler) and Ada K. Wong (AKW Law). Moderated by Litigation Committee Co-Chair Jenny C. Wu (Paul, Weiss), the panelists shared the lessons they have learned from their experience in remote trials, including do's and don'ts, avoidable pitfalls, effective navigation of the process, and best practices for conducting yourself in both bench trials and jury trials.

Membership Committee

Committee Co-Chairs:

Christopher Bae
Beatrice Leong

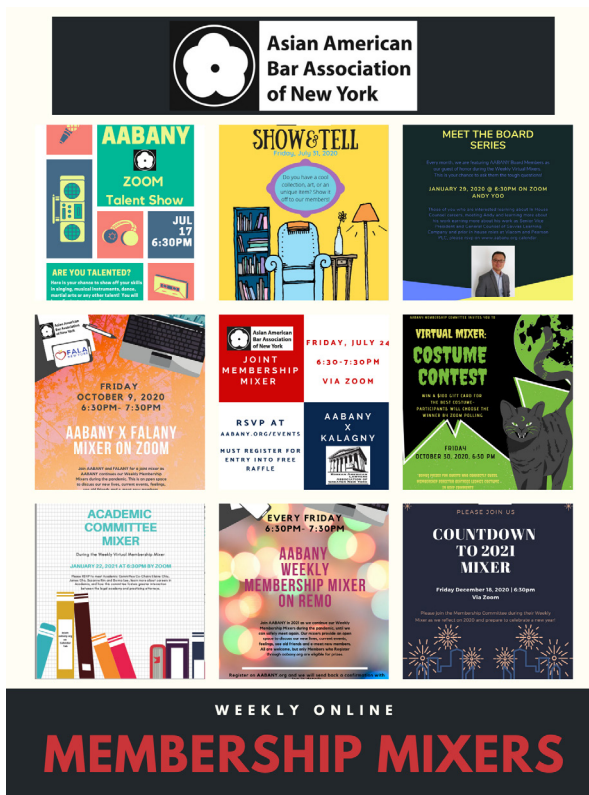
Vice Chair:

Henry Man

According to AABANY's by-laws, the Membership Committee shall consist of the Membership Secretary and at least three Active Members appointed by the President. The Membership Committee develops recommendations for programs and services that meet the needs of AABANY members and encourages new members to join AABANY.

The Membership Committee previously hosted multiple social events at various New York City attractions, including sporting events at Citi Field, Yankee Stadium and Madison Square Garden; an opera at the Met; movie screenings; and live performances. The Committee had also held several mixers per month in local restaurants, bars and firms.

Unfortunately, FY2021 started with a global pandemic and all in-person events were halted. To keep members connected during this trying and lonely time, the Membership Committee hosted over 40 weekly online mixers on Zoom and Remo, open to all members and guests. The mixers allow members to meet each other, network and build friendships safely. Through icebreakers and conversations, members share their thoughts and feelings. Week after week, members have registered and participated in the mixers, and the mixers continue to attract a strong attendance. The Membership Committee will continue to host



After the start of COVID-19, the Membership Committee hosted over 40 weekly online mixers to keep members connected.

online mixers until it is safe to gather together again in person.

The Membership Committee also planned special themed mixers, including a Game Night where we played “Cards Against Humanity” online; a Talent Show featuring musicians, dancers and a comedian; a Trivia Contest where 5 teams competed; a Show & Tell where members told the stories behind their prized possessions; a Halloween Costume contest; Joint Mixers with our Sister Bars KALAGNY & FALANY; and a “Meet the Board” series, where Board Members spoke about their careers and took questions from other members.

The Membership Committee also gave away over 15 prizes, including free memberships, gift cards, subscriptions to TV streaming services and newspapers.

The Membership Committee also continued to support the law school road shows virtually, whereby prominent AABANY members meet with local APALSAs to encourage participation and membership in AABANY. Anyone interested in bringing an AABANY presentation to their APALSA, firm, or other venue should contact the Membership Director. Started in conjunction with the Student Outreach Committee in 2016, the Student Discount Initiative continued to attract law student memberships in 2020.

Military and Veterans Affairs Committee

Committee Co-Chairs:

Jimmy Kang
Amos Kim
Dong Joo Lee

The MVA Committee serves as a (1) networking and support platform for current AABANY members with a military background, current military members seeking opportunities outside the military, law students thinking about military careers, military spouses, and AABANY members interested in issues related to military and veterans affairs; (2) an education and advocacy resource for legal issues related to the military and veterans; and (3) a source for pro bono assistance to military members, veterans, and their families.

On November 11, 2020, AABANY’s Military and Veterans Affairs Committee co-hosted a Veterans Day event with KALAGNY, NAPABA’s Military and Veterans Network, the Asian Pacific American Lawyers Association of New Jersey, and the Arizona Asian American Bar Association. The virtual event was titled “Becoming a Soldier and Leader: From the Viewpoint of an Asian-American Female Lawyer,” and it featured Colonel Susan Kim McConnell of the US Army Judge Advocate General’s Corps. Colonel McConnell, a New York native, is the Staff Judge Advocate of US Army Alaska and previously served as the Deputy Legal Counsel to the Chairman of the Joint Chiefs of Staff. She spoke about her experience as a female person of color in the military ranks. The fireside chat was led by Co-Chairs Jimmy Kang and Dong Joo Lee.

On January 28, 2021, AABANY’s Military and Veterans Affairs Committee and Student Outreach Committee, along with NAPABA’s Military and Veterans Network and the Arizona Asian American Bar Association, co-hosted an event titled “Joining the JAG Corps.” The event featured four Asian American judge advocate attorneys from the U.S. Navy, U.S. Coast Guard, U.S. Air Force, and U.S. Army. The distinguished panelists, including the moderator Dong Joo Lee, all practiced military law in international and domestic settings. The discussion offered insights into the challenges of the JAG program and various pipelines to join the program on both active and reserve duty.



Panelists for the event on the JAG Corps spoke about practicing military law in international and domestic settings.

Pro Bono and Community Service Committee

Committee Co-Chairs:

Asako Aiba
Judy (Ming Chu) Lee
Karen Lin
Karen Kithan Yau

Committee Vice-Chairs:

Karen R. King
Zhixian (Jessie) Liu
Kwok Kei Ng

The Pro Bono & Community Service Committee (PBCS) encourages pro bono legal service among Asian Pacific American (APA) attorneys, informs the community of their legal rights and the availability of resources, and works with community organizations to provide free legal assistance to APA, immigrant, and other communities in New York.

2020 was a year like no other in the wake of the devastating global pandemic and its ensuing disruption and mass upheaval of every industry, neighborhood, and family. The abrupt shutdown and cessation of in-person operations, of courts, government agencies, schools, senior centers, stores, restaurants, and businesses statewide exacerbated existing challenges for underserved New Yorkers, including those with limited English proficiency. From the onset of the coronavirus crisis, PBCS has been working non-stop to respond to community needs by continuing to leverage the expertise and skills of AABANY's strong and diverse membership. Below is a recap of what AABANY volunteers have accomplished this year through PBCS.

Aiding International Students Facing Eviction in Response to COVID-19

In mid-March 2020, international scholars and students approached PBCS for assistance when International House, a not-for-profit member in Manhattan of an international organization that houses students from various colleges, including Columbia University, abruptly ordered all residents to move out within 8 days after a staff member tested positive for the virus and then a resident passed away from COVID-19 related complications. A significant portion of the residents impacted were international Asian students who did not have any other place to stay and who could not fly home because of international border closings. PBCS met with the students through Zoom to answer their questions about their rights and possible remedies, and reached out to local media, elected officials, and state and city agencies on their behalf. AABANY sent a letter questioning the prudence of this decision under current circumstances. As a result, the

NYS Division of Human Rights opened investigations into the matter. PBCS continued to provide pro bono assistance to students who feared retaliation for organizing the challenge to the eviction.



PBCS assisted international Asian students when International House ordered residents to move out due to COVID concerns.

Launch of Queens Pro Bono Clinic

Following the success of AABANY's Pro Bono Legal Clinics in Manhattan and Brooklyn, PBCS expanded the Pro Bono Legal Clinic to Queens in collaboration with community partner NYS Committeewoman Sandra Ung. The monthly clinic was held remotely on March 17, 2020, just before the suspension of all AABANY walk-in clinics in Manhattan, Brooklyn, and Queens, due to statewide coronavirus protocol.

Creation of COVID-19 Related Online Resources and Pro Bono Website

On April 15, 2020, in response to the impact of the pandemic in New York, PBCS rapidly compiled and published an extensive online COVID-19 Resources page which provides timely information and available resources in the critical areas of anti-Asian violence, immigration, housing, federal and state court operations, small businesses, unemployment, paid leave, family and domestic violence, free meals, and mental health. Thanks to the help of AABANY volunteers in research and translation, the online resource is available in Chinese, Korean, and Japanese, and it was created in collaboration with Simpson Thacher & Bartlett LLP and Paul, Weiss. A social media campaign was launched and a dedicated Pro Bono website was created for easy access to all of AABANY's COVID-related resources, webinars, and volunteer opportunities. For more information about AABANY Pro Bono Resources, please visit: <https://probono.aabany.org/>

Anti-Asian Violence CLE Presented

On April 29, 2020, PCBS partnered with the Issues Committee and Women's Committee to co-host a webinar titled "Anti-Asian Violence and Hate Arising from the COVID-19 Pandemic." This webinar examined recent trends and data collection regarding anti-Asian violence incidents, as well as the legal framework of hate crimes under New York and federal law. The panel included Joe Gim, Deputy Bureau Chief, Nassau County District Attorney's Office; Sheryl Koretz, Associate at Simpson Thacher & Bartlett LLP; Jia Lynn Yang, Deputy National Editor, *The New York Times*; John

Yang, Executive Director, Asian American Advancing Justice (AAJC); and Jo-Ann Yoo, Executive Director of the Asian American Federation. The moderator for the panel was Karen R. King, Counsel at Paul, Weiss, Rifkind, Wharton & Garrison LLP and PBCS Vice-Chair.

Virtual Community Presentations

PBCS hosted a series of multilingual "Know Your Rights" community presentations addressing the rise in anti-Asian harassment and violence in light of COVID-19, discussed relevant state laws that protect survivors, and shared what survivors and bystanders can do if they experience these hateful acts. On May 13, 2020, PBCS hosted the webinar, **"Know Your Rights: Anti-Asian Harassment and Violence"** in English. On May 16 and 17, 2020, PBCS held the webinars in Cantonese, Mandarin and Korean. Speakers and panelists for these presentations included Eugene Love Kim, Kwok Kei Ng, Karen Kithan Yau, Karen R. King, David Chiang, Joe Gim, Julia Kerr, Stephanie Pak, Sean Dong Min Rhee, and Naomi Jeehee Yang.

On May 27-28, 2020, together with the Commercial Bankruptcy & Restructuring Committee, Labor & Employment Law Committee, as well as Alston & Bird's Pro Bono Committee and Diversity & Inclusion Committee, PBCS co-hosted **"COVID-19 Relief for Small Businesses,"** a series for small businesses, not-for-profit organizations, chambers of commerce, attorneys, students, and community leaders on the following topics: Employment; Labor & Safety Issues Related to Coming Back to Work; Winding Up, Reorganization, and Bankruptcy Options; and Updates. Speakers included William K. Lee, Yoojin DeNiro, William Ng, and William Hao.

On July 9, 2020, Kwok Ng, Vice-Chair of PBCS, presented in Mandarin at a virtual community presentation titled **"Combating Anti-Asian Racism in the Age of the Coronavirus,"** organized by the New York City Commission on Human Rights.

Creation of New Remote Pro Bono Legal Clinic

In June 2020, when walk-in clinics could not be held, PBCS launched the Remote Pro Bono Legal Clinic to meet the continuing needs of members of the APA community with limited English proficiency for meaningful access to justice amid the COVID-19 pandemic. On June 4, 2020, PBCS held an Introduction Session to recruit volunteers and introduce the new remote pro bono clinic format. On August 10, 2020, additional training in specific areas of law, such as matrimonial and family, was provided by Beatrice Leong, Membership Director and Board Liaison to the PBCS, as part of an ongoing **Brown Bag Lunch Series** intended to actively train and mentor volunteers and committee members.

The Remote Clinic provides legal information and referrals to individuals, particularly those with limited English proficiency, for their legal issues involving

housing, immigration, employment, family law, domestic violence, criminal law, small business, elder law and wills/trusts, and benefits (SSI, Medicare, and Medicaid). Community members receive one-on-one assistance from a volunteer attorney and interpreter, if needed, in English, Mandarin, Cantonese, Korean, or Japanese. Since its launch, the Remote Clinic has assisted over 300 community members with the help of dedicated volunteer attorneys, interpreters and law students. Remote Clinic Coordinator May Wong spearheads the daily operations of the Remote Clinic assiduously. Beginning in 2021, as a token of PBCS's appreciation, volunteers will receive a special **"One Humanity Against the Virus"** button, designed by artist and AABANY member, Siyan Wong, who has donated her artwork in support of AABANY's efforts to combat anti-Asian violence.

To volunteer for the Remote Pro Bono Clinic, please email: clinic.volunteer@aabany.org.

Asian American Bar Association of New York **紐約亞裔律師協會**

REMOTE PRO BONO LEGAL CLINIC
免費遙距法律諮詢

無料のリモート法律相談クリニック • 무료 원격 법률 자문

Immigration • 移民法 (移民法, 이민법)
Housing • 房屋法 (住宅法, 주택법)
Family • 家庭法 (親屬法, 가족법)
Employment • 勞工法 (雇用法, 노동법)
Elder • 老年法 (高齢者法, 노인법)
Anti-Asian Harassment & Violence • 反亞裔騷擾與暴力 (反아시아인차별, 반 아시아인 괴롭힘 및 폭력)
Small Business • 小型企業 (小企業, 중소기업)
General Legal Information • 一般法律諮詢 (일반적인 법률정보, 무료원격 법률 상담)

Call • 查詢電話: (929) 251-3022 (English & 中文)
お問い合わせ電話・문의전화: (516) 690-7724 (日本語 & 한국어)
Email • 電子郵件・Eメール・이메일: probono@aabany.org

To receive assistance, please have all relevant information & documents available.
請準備好所有與你的案件有關的信息和文件。시간과 관련된 모든 정보와 문서를 준비하십시오.
ケースに関連するすべての情報とドキュメントを準備してください。

To speak to a lawyer, please call & leave a message with: your name, telephone number, preferred language and legal issue.
We will get back to you as soon as possible.
如果您需要與律師交談，請撥打電話並留下：您的姓名、電話、語言要求及法律問題。我們盡快與您聯繫。

변호사와 상담하기 위해선, 전화를 주시고 성명, 전화번호, 선호하는 언어와 어떠한 법률 문제를 상담하고 싶은지 메시지를 남겨주세요.
저희가 최대한 빨리 다시 연락드리겠습니다.
弁護士と相談するためには、電話をいただいております。メッセージを残してください。
私たちはできるだけ早く再度ご連絡いたします。

www.aabany.org/probono

The Remote Clinic provides legal assistance and referrals in English, Mandarin, Cantonese, Korean, and Japanese.

Community Outreach: Old & New

On July 3, 2020, PBCS launched a flyering campaign to promote the Remote Pro Bono Legal Clinic and AABANY's community webinars. Law students and other volunteers distributed flyers to local businesses in Manhattan's Chinatown and Koreatown. Recognizing that not all New Yorkers may be tech-savvy, the goal of the campaign was to ensure that APA small business owners and workers had access to the Pro Bono Clinic's various resources. The event was organized by William Lee, who skillfully leads and mentors the Student Leaders program of the AABANY Student Outreach Committee. The law student volunteers in these groups have been indispensable in publicizing the Remote Pro Bono Legal Clinic and other AABANY COVID-related resources through door-to-door campaigns as well as social media platforms.



Volunteers for PBCS distributed flyers to promote the Remote Pro Bono Legal Clinic and AABANY's community webinars.

COVID Rent Relief Application Drive and Assistance

On July 26, 2020, together with the Chinatown Land Trust ("CLT"), PBCS assisted community members with their applications for rent relief under the Rent Relief Program ("RRP"), a federally funded state program distributing a \$100 million fund amongst the low-income families of New York that have suffered income loss due to the COVID-19 pandemic. PBCS received over 125 voicemails and online inquiries. Held at the Florentine School in Manhattan, 25 volunteers aided over 100 walk-in applicants with eligibility questions and the application process in multiple languages. The dedicated AABANY volunteers were motivated by the need to help those without internet access or know-how, and those with language barriers.



Volunteers aided over 100 walk-in applicants with the application process in multiple languages.

In December 2020, the RRP was reopened with expanded eligibility and new online applications were accepted until February 1, 2021. On January 16, 2021, in collaboration with State Senator Kavanagh's Office, the Good Old Lower East Side, and CLT, PBCS initiated a public education campaign to inform the community of the availability of this rent relief program and provide Chinese and Spanish language assistance to help community members navigate the application process.

Sunday 7/26/20: Assistance for Chinatown residents to apply for NYS COVID Rent Relief Program

CHINATOWN
CLT 華埠



PBCS provided Chinese and Spanish language assistance to help community members navigate the application process.



Dedicated AABANY volunteers were particularly motivated by the desire to help those with language barriers.

Anti-Asian Violence Report

PBCS, led by Karen R. King, was awarded a NAPABA Grant to research and create a paper analyzing the resurgence of violence and hate against the APA community that will educate and provide recommendations for moving forward. The paper was published and released by AABANY at the start of February 2021. (See Year in Review section at p. 17.)

Presentation at AABANY's 11th Annual Fall Conference

On September 26, 2020, as part of AABANY's 11th Annual Fall Conference, PBCS partnered with GSPI to co-host a session discussing **Anti-Asian Violence and Hate Arising from the COVID-19 Pandemic**, which focused on trends and newly compiled statistics related to anti-Asian discrimination. Speakers included Stewart Loo, Joe Gim, Professor Russell Jeung, John C. Yang, and Jo-Ann Yoo, with Karen R. King as moderator.

GSPI & Pro Bono Joint Committee Partnership

On June 17, 2020, PBCS held a remote Committee Membership Meeting with GSPI to discuss potential collaborations for the program year. On February 10, 2021, PBCS Committee co-sponsored a Housing Know Your Rights Webinar with GSPI. The speakers were GSPI Co-Chair Jonathan Hernandez (Legal Aid Society) and GSPI Vice-Chair Rina Gurung (Housing Court, Civil Court of New York). The moderator was Pro Bono Vice-Chair Karen Lin (Former Judge, NYC

Housing Court). The goal of the webinar was to provide housing information to AABANY members, pro bono volunteers and the general public.

Certificate of Commendation at NYS Senators' Lunar New Year Virtual Celebration

On February 16, Senator Kavanagh presented May Wong, Esq., and Olympia Moy with a certificate of commendation to recognize the work of PBCS in providing invaluable legal assistance to the AAPI community during the pandemic. May Wong and Olympia Moy were proud to accept the certificate on behalf of PBCS.

CLS-AABANY Pro-Bono Caravan

On January 28, PBCS held a Remote Clinic and Caravan Information Session. Attorneys and interpreters interested in volunteering were given an introduction to the remote clinic and caravan. In addition, due to the high number of calls received at the remote pro bono clinic regarding housing issues, attendees participated in a brief training on how to analyze a sample answer form to a nonpayment petition.

On March 1-5, PBCS organized its Pro Bono Caravan Project with Columbia Law School. Law students partnered with AABANY's remote clinic to update AABANY's COVID-19 resource pages, participate in client consultations with volunteer attorneys, and engage in research on consumer debt/foreclosure, immigration, housing, employment, and family law in New York. Through translating both AABANY's COVID-19 materials and remote clinic intake calls, participating students made COVID-related information more accessible to laypeople, particularly those from minority and low-income backgrounds. The Caravan also offered students many professional development and networking opportunities in the form of an AABANY mentorship program, a meet and greet with the Pro Bono and Community Service Committee, and lunch with AABANY Student Leaders.

Special thanks to our dedicated team of volunteers:

Attorneys

Asako Aiba
Justin Benagh*
Esther Choi*
Youngjin Choi
Rina Gurung
Jonathan Hernandez
Thomas Hou
Kevin Hsi
Fang Jiang*
Eugene Love Kim
Karen R. King
Chris Kwok
Christopher Laizure-Metz
Judy (Ming Chu) Lee
William K. Lee
Beatrice Leong
Karen Lin
Zhixian (Jessie) Liu
Kwok Kei Ng
H. Anthony Park
Yan Sin
Samantha Sumilang
Ada Wang
Edmond Wong
May Wong
Siyan Joane Wong
Angela Wu
Shengyang Wu
Karen Kithan Yau
Rachel Ji-Young Yoo

*awaiting NY admission

Law Students & Interpreters

Jenna Agatep
Nanako Arai
Rocky Chang
Justina Chen
Ru Ho Chen
Chao-Yung (Kloe) Chiu
Jing Chu
Jeremy Chu
Long Dang
Andersen Gu
Charlene Hong
Alex Hwang
Dianna Lam
Connie Lee
Keum Yong (Andrew) Lee
Justine Lei
Crystal Liu
Virginia Lo
Nicholas Loh
Olympia Moy
Yang Ni
Jenny Park
Annalee Patel
Sean Rhee
Jae Hyung Ryu
Xinyi Shen
Kasama Star
Annie Tan
Shelley Wu
Bei Yang
Sharon Yang
Meng Zhang
Lin Zhu

Professional Development Committee

Committee Co-Chairs:

Francis Chin

Marianne Chow Newman

The Professional Development Committee sponsors activities for the exchange of ideas and the development of professional opportunities and skills. It organizes low-cost accredited Continuing Legal Education (CLE) seminars and sponsors networking opportunities and special events on the practice of law.

Continuing Legal Education

As a result of the COVID-19 pandemic, the New York State CLE Board granted emergency authorization for all providers to offer live online CLE programs. Even in this year of adversity, we are proud to have accredited over 25 free or low-cost CLE programs for our members and the New York legal community. (See chart on the following page.) In addition, we accredited an additional 5 CLE programs within our annual Fall Conference. All of our programs are organized and presented by volunteers. We seek to provide these resources free or at low cost without compromising the quality or educational value of our programs.

Programs were sponsored by AABANY's committees or with one of AABANY's partners, which include the Asian American Legal Defense and Education Fund, the Asian Real Estate Association of America, the Center for Art Law, the Filipino American Lawyers Association of New York, the Korean American Lawyers Association of Greater New York, National Queer Asian Pacific Islander Alliance, the South Asian Bar Association of New York, and Asian Pacific American law students in the New York area. We provide guidance for organizing and documenting the programs as required by the CLE Rules, issuing CLE credits to participants, and making required reports to New York's Office of Court Administration.

September 25-26, 2020

AABANY Virtual Fall Conference

This year's Fall Conference was presented virtually (we hope for the first and last time) and offered 5 CLE programs led by AABANY's committees. On Friday, September 25, we hosted the annual General Counsel Roundtable, which discussed how the corporate legal world has responded to the COVID-19 pandemic and addressed diversity and inclusion in this challenging environment. The next day, "Enforcement in a Fragmented World" covered international challenges in addressing white collar crime. "Covid-19 and Global Financial Distress: Where Do We Go From Here?" discussed the global ramifications of the unprecedented

economic crisis and lessons we can draw from the 2008 credit crisis. "Stronger Together: APA Women in the Legal Profession – Strategies to Support, Lead, and Advance" addressed the challenges that Asian Pacific American Women attorneys encounter while juggling social, cultural, and professional expectations along their paths to success. "Anti-Asian Violence and Hate Arising from the COVID-19 Pandemic" covered the law enforcement and non-profit response to bias incidents and hate crimes against Asian Pacific Americans. The Plenary Session, "Allyship and Black Lives Matter – Racism, Bias and Xenophobia in Our Communities" featured New York Attorney General Letitia James as well as Asian and African American legal thought leaders on diversity. Together, they discussed how Asian and Black communities can unite to combat social injustice.

December 5, 2020

Virtual Trial Advocacy Program (TAP)

Usually held in conjunction with the Fall Conference, TAP was spun off this year into a day-long virtual advocacy event. This 6-credit skills course not only taught the National Institute for Trial Advocacy's curriculum for direct and cross examination, but also covered online presentations to the court, a necessary skill in these times.

AABANY Leadership Development Program

AABANY's Leadership Development Program (ALDP) is a 6-month long interactive leadership training course that is focused on guiding AABANY members who are senior attorneys through the promotion process within law firms and companies. In 2018, we successfully launched our **law firm partnership track program** focused on guiding a select group of APA law firm associates on the partnership track. The following year, we expanded ALDP to include an **in-house counsel track program** to guide a small group of qualified senior APA in-house counsel into senior management positions within their organizations (e.g., SVP, Deputy GC or GC).

Three alumni of the program successfully attained leadership roles in 2020: Luna Ngan Barrington, partner, Weil, Gotshal & Manges LLP; Jeffrey Mok, principal, Fish & Richardson P.C.; and Dohyun Kim, partner, Skadden, Arps, Slate, Meagher & Flom LLP.

We held information and networking sessions for ALDP on December 2 and January 13, featuring a panel of faculty members and past participants in the program. Applications for the program starting later in this fiscal year are being accepted on a rolling basis.

Legal Reenactments

While we were not able to have live reenactments this year, we did hold online events. On May 28th, we co-hosted a virtual reenactment of "The Murder

of Vincent Chin” with the law firm of Allen & Overy. This event recalled the anti-Asian sentiment in 1982’s Detroit, which resulted in the murder of a Chinese American auto worker. The two men were never held accountable for killing Vincent Chin, but those who mobilized in response began the modern pan-Asian American movement. The reenactment and discussion was followed by an online reception using Remo.

We intend to hold another online legal reenactment with New York-area law students within the first few months of 2021.

ID	Program Name	Date	Start	End	Location	City	E	D	A	S	L	Tot.
1	Understanding Diversity and Inclusion in Our Everyday World	30-Jan-20	5:30 PM	8:00 PM	Hanover Bank	Flushing, NY	0	1	0	0	0	1
2	Title Insurance Training Session	19-Feb-20	12:00:00 PM	1:30:00 PM	NYS Attorney General	New York, NY	0	0	1	0	0	1
3	The Census and LGBTQ Asians, South Asians, Southeast Asians, and Pacific Islanders	11-Mar-20	12:00:00 PM	1:30:00 PM	Hogan Lovells US LLP	Washington D.C.	1	0	0	0	0	1
5	Anti-Asian Violence and Hate Arising from COVID-19	29-Apr-20	3:00 PM	4:30 PM	Webinar	New York, NY	0	1.5	0	0	0	1.5
6	General Counsel Virtual Panel	21-May-20	4:30 PM	6:00 PM	Webinar	New York, NY	0	0.5	0	0	0.5	1
7	How to Woo Clients, Wow Judges and Win Cases	28-May-20	5:00 PM	6:00 PM	Webinar	New York, NY	1	0	0	0	0	1
8	A Virtual Trial Reenactment: Remembering the Murder of Vincent Chin	28-May-20	3:00 PM	5:00 PM	Webinar	New York, NY	0	2	0	0	0	2
9	Impact on NYC’s Real Estate Market Due to 2019 Tenant Protection Act & COVID-19	11-Jun-20	2:00 PM	3:00 PM	Webinar	New York, NY	0	0	1	0	0	2
10	Avoiding Real Property Disputes in Divorce Matters In the Aftermath of COVID-19	25-Jun-20	2:00 PM	4:00 PM	Webinar	New York, NY	0.5	0	1.5	0	0	2
11	NYC’s Climate Mobilization Act Impact on Real Estate	30-Jun-20	2:00 PM	4:00 PM	Webinar	New York, NY	0	0	1	0	0	1
12	Real Estate Closing in the New Norm: The New Rules & Practices	16-Jul-20	1:00 PM	2:00 PM	Webinar	New York, NY	0	0	1.5	0	0	1.5
13	Tax Considerations for Debt Restructurings in the Current Environment	16-Jul-20	6:30 PM	8:30 PM	Webinar	New York, NY	0	0	1	0	0	1
14	Real Estate Closings in the New Norm: The New Rules & Practices in Condos and Coops	23-Jul-20	1:00 PM	2:00 PM	Webinar	New York, NY	0	0	1.5	0	0	1.5
15	Embracing and Learning Diversity, Inclusion, & Equity in the Workplace and Beyond	28-Jul-20	2:00 PM	4:00 PM	Webinar	New York, NY	0.5	1	0	0	0	1.5
16	Updates on 1031 Exchange Tax Deferrals and Qualified Opportunity Zones Post COVID	26-Aug-20	2:00 PM	4:00 PM	Webinar	New York, NY	0	0	1.5	0	0	1.5
17	New York City Real Estate Claims and Fraud—Red Flags Waving	22-Sep-20	2:00 PM	4:00 PM	Webinar	New York, NY	0.5	0	1	0	0	1.5
18.01	Fall Conference 2020: GC Roundtable: Promoting Unity and Strength Through Leadership	25-Sep-20	4:30 PM	6:00 PM	Webinar	New York, NY	0	0	0	0	1.5	1.5
18.02	Fall Conference 2020: Enforcement in a Fragmented World	26-Sep-20	9:00 AM	10:30 AM	Webinar	New York, NY	0	1.5	0	0	0	1.5
18.03	Fall Conference 2020: Covid-19 and Global Financial Distress: Where do we go from here?	26-Sep-20	9:00 AM	10:30 AM	Webinar	New York, NY	0	0	1.5	0	0	1.5
18.04	Fall Conference 2020: Stronger Together: APA Women in the Legal Profession	26-Sep-20	10:45 AM	12:15 PM	Webinar	New York, NY	0	1.5	0	0	0	1.5
18.05	Fall Conference 2020: Anti-Asian Violence and Hate Arising from the COVID-19 Pandemic	26-Sep-20	10:45 AM	12:15 PM	Webinar	New York, NY	0	1.5	0	0	0	1.5
18.06	Fall Conference 2020: Plenary: Allyship and Black Lives Matter	26-Sep-20	12:30 PM	2:00 PM	Webinar	New York, NY	0	1.5	0	0	0	1.5
19	New York City and Long Island Real Estate Taxes	6-Oct-20	2:00 PM	3:30 PM	Webinar	New York, NY	0	0	1.5	0	0	1.5
20	Monitoring Elections for Anti-Asian Voter Disenfranchisement	October 19-November 2, 2020			Webinar	New York, NY	0.5	0	1.5	0	0	2
21	Cybersecurity & Fraud-COVID-19 Safety & Compliance Protection	16-Nov-20	2:00 PM	3:30 PM	Webinar	New York, NY	0	0	1.5	0	0	1.5
22	NYC Zoning & Air Rights - Changing the Face of Our City	18-Nov-20	2:00 PM	3:30 PM	Webinar	New York, NY	0	0	1.5	0	0	1.5
23	Why Diversity, Equity and Inclusion Leadership Matters	23-Nov-20	2:00 PM	3:30 PM	Webinar	New York, NY	0	1.5	0	0	0	1.5
24	Trial Advocacy Program	5-Dec-20	9:00 AM	5:00 PM	Webinar	New York, NY	0	0	0	6	0	6
25	Legal Ethics and Professional Responsibility in COVID-19	8-Dec-20	2:00 PM	3:00 PM	Webinar	New York, NY	1	0	0	0	0	1
26	Buck For Your Art: Legal Tools For Turning Art Into Profit	11-Dec-20	1:00 PM	2:00 PM	Webinar	New York, NY	0	0	1	0	0	1
30	TOTALS						5	13.5	19.5	6	2	47

E = Ethics and Professionalism
D = Diversity, Inclusion and Elimination of Bias
A = Areas of Professional Practice
S = Skills
L = Law Practice Management

Prosecutors' Committee

Committee Co-Chairs:

David Chiang
Joe Gim
Maria Park

The goals of the Prosecutors' Committee include the advancement and professional development of APA prosecutors, the establishment of a network between former and current APA prosecutors, the recruitment of APA law students to become prosecutors, and the cultivation of trust and communication between the APA community and the local prosecutors' offices. There are currently over one hundred APA prosecutors serving New York City.

On September 24, 2020, the Prosecutors' Committee co-hosted "AABANY Presents: Applying to Local District Attorney's Offices in New York during the Pandemic" with the Student Outreach Committee. Law students were updated on the hiring practices of local District Attorney's Offices, advised on how to strengthen their resumes, and given tips on applications and interviews.

On November 5, 2020, the Committee hosted a virtual happy hour.

On February 25, 2021, the Committee held a mixer over Remo, where attendees were able to catch up with old friends and meet new people.

Real Estate Committee

Committee Co-Chairs:

Margaret Ling
Amol Pachnanda
Wendy Yu

The AABANY Real Estate Committee provides support and professional development to Asian Pacific Attorneys of all levels, including recently admitted and new attorneys; experienced attorneys including law firm attorneys; in house counsels; and solo/small firm practitioners. The Committee also addresses the needs of law students seeking a career in real estate law. Specific attention has been focused on community outreach to real estate attorneys within the Asian community in the outer areas of Queens, Brooklyn, and Long Island in an effort to expand their membership and participation in AABANY. With the influx of Asian investors from around the world in the New York Metropolitan Area, the Committee has also connected and partnered with Asia Global Law Firms and Asian Corporations that have attorneys working in New York and overseas. The Committee addresses topics including the transaction, management, and

development of residential and commercial real property. The Committee educates its members on the latest statutory and regulatory changes on the federal, state and local levels.

This is accomplished through CLE seminars, discussion, and networking sessions with corporate and bank sponsorships.

Despite the necessity of social distancing and remote events in the era of COVID-19, the AABANY Real Estate Committee was active and engaged in continuing all of its CLE events in the format of virtual webinars. The events were well-attended and attorneys appreciated being able to stay up to date on all COVID-19 statutory and law practice changes. They have thanked the AABANY Real Estate Committee for its choice of relevant and important real estate subject matter and good programs; excellent and engaging speakers and panelists; and opportunities to network and connect with other colleagues and real estate professionals.

For the 2020-21 AABANY fiscal year, the Real Estate Committee organized and presented the following virtual CLE webinars:

(1) June 11, 2020: "Impact on NYC's Real Estate Market Due to 2019 Tenant Protection Act & COVID-19" 1.0 Credit CLE; Attended by over 45 Attorneys. Sponsored by AABANY RE Committee KALAGNY; Big Apple Abstract; Ingram, Yuzek, Bertolotti LLP. Speakers included Margaret T. Ling, Esq. and Michael Capozzi, Esq., Partner, Ingram, Yuzek, Bertolotti LLP.

(2) June 23, 2020: "Small Business Navigation of Covid 19 — A Briefing on Relief and Remedies" Sponsored by AABANY RE Committee; KALAGNY; Big Apple Abstract Corp; Anchin; Littler; Skyline Risk Management; Ingram, Yuzek, Bertolotti, LLP; Alston & Bird. Attended by over 50 Attorneys. Speakers included Margaret T. Ling, Esq.; William Hao, Esq.; Amol Pachnanda, Esq.; William Ng, Esq.; Anthony Bracco, CPA; Anthony Kammas.

(3) June 25, 2020: "Avoiding Real Property Disputes in Divorce Matters in the Aftermath of COVID-19" 2.0 Credit CLE; Attended by 70 Attorneys; Sponsored by AABANY RE Committee; KALAGNY; Big Apple Abstract Corp; Flushing Bank; Wisselman; Harounian & Associates. Speakers included Margaret T. Ling, Esq.; Jacqueline Harounian, Esq.; Jerome Wisselman, Esq.; Derrick Rubin, Esq.; Irene Angelakis, Esq.

(4) June 29, 2020: "Phasing into the New Norm: Real Estate & Government Affairs" Sponsored by AABANY RE Committee; Big Apple Abstract Corp; Avison Young; Capalino & Company; Onyx Equities; Greenberg Traurig. Attended by over 45 Attorneys.

Speakers included Margaret T. Ling, Esq.; James Nelson; Jeffrey Lee, Esq.; Jonathan Schultz; Mark S. Weprin, Esq.

(5) June 30, 2020: "NYC's Climate Mobilization Act" 1 Credit CLE. Attended by over 30 Attorneys. Sponsored by AABANY RE Committee; Queens County Bar Association; Ingram, Yuzek, Bertolotti, LLP; Big Apple Abstract Corp; MMDC Commercial Real Estate. Speakers included Terri Gumula and Amol Pachnanda, Esq.

(6) July 16, 2020: "Real Estate Closings in the New Norm: The New Rules and Practices" 1.5 Credit CLE. Attended by 75 Attorneys. Sponsored by AABANY RE Committee; Big Apple Abstract Corp; Next Home Platinum Properties; AREAA New York Manhattan; Forchelli Deegan Terrana. Speakers included Margaret T. Ling, Esq.; Wendy Yu, Esq.; Jane Chen, Esq.; John H. Kim.

(7) July 23, 2020: "Real Estate Closings in the New Norm: The New Rules & Practices in Condos and Coops" 1.5 Credit CLE. Attended by over 60 Attorneys. Speakers included Margaret T. Ling, Esq.; Wendy Yu, Esq.; Jane Chen, Esq.; Jason Wang.

(8) July 28, 2020: "Embracing and Learning Diversity, Inclusion and Equity in the Workplace and Beyond" 1.5 Credit CLE. Attended by over 70 attorneys. Sponsored by AABANY RE Committee; Littler; USTA; Network of Bar Leaders; EDIC Inc; Speakers included Margaret T. Ling, Esq.; Donna Gordon; Sean Bacchus; Asker Saeed; Meredith Miller.

(9) August 26, 2020: "Updates on 1031 Exchanges, Tax Deferrals and Qualified Opportunity Zones" 1.5 Credit CLE. Attended by 40 Attorneys. Sponsored by AABANY RE Committee; IPX 1031 Exchange; Fried Frank; Mayer Brown. Speakers included Margaret T. Ling, Esq.; John J. Lee, Esq.; Libin Zhang, Esq.; Joon Beom Pae, Esq.

(10) September 22, 2020: "New York City Real Estate Claims and Fraud — Red Flags Waving" 1.5 Credit CLE. Attended by over 50 Attorneys. Sponsored by AABANY RE Committee; Big Apple Abstract Corp; KALAGNY; Amtrust Title; Adam Leitman Bailey, PC. Speakers included Margaret T. Ling, Esq.; Adam Leitman Bailey, Esq.; James Thanasules, Esq.

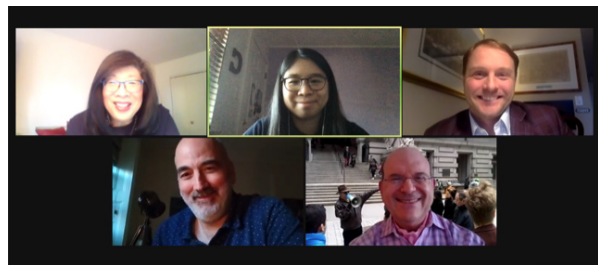
(11) September 26, 2020: AABANY Fall Conference Plenary Session: "Allyship and Black Lives Matter — Racism, Bias and Xenophobia in our Communities" 1.5 Credit CLE. Attended by 150 Attorneys. Sponsored by AABANY RE Committee and Issues Committee. Speakers included Margaret T. Ling, Esq., AABANY RE Committee Co-Chair; Rahul Agarwal, Executive Assistant to the US Attorney, the District of New Jersey; Paul Edgar, Esq., CEO, PGE LLC; Chris Kwok, Esq., JAMS; Letitia James, Esq., NYS Attorney

General; Carmelyn P. Malalis, Chair and Commissioner, NYC Commission on Human Rights.

(12) October 6, 2020: "New York City and Long Island Real Estate Taxes" 1.5 Credit CLE. Attended by 35 Attorneys. Sponsored by AABANY RE Committee; KALAGNY; Flushing Bank. Forchelli Deegan Terrana; The Chinese American Society of CPAs; Big Apple Abstract Corp. Speakers included Margaret T. Ling, Esq.; Robert Renda, Esq.; Eunkyong Choi, Esq.

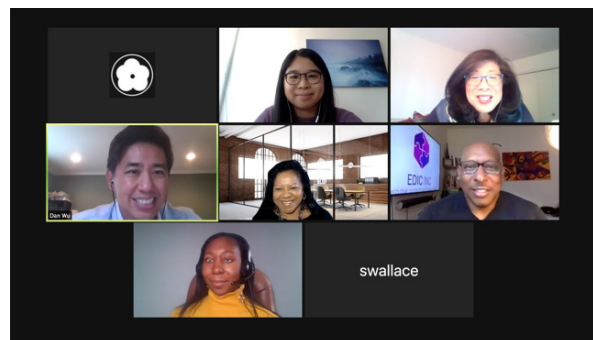
(13) November 16, 2020: "Cybersecurity and Fraud — COVID 19 Safety and Compliance Programs" 1.5 Credit CLE. Attended by 40 Attorneys. Sponsored by SDL & GHS Brokerage; KALAGNY; Big Apple Abstract Corp; ADRS; Ganfer Shore Leeds and Zauderer. Speakers included Margaret T. Ling, Esq.; Jason Ganfer, Esq.; Russell Safirstein; Daniel Jacoby

(14) November 18, 2020: "NYC Zoning & Air Rights" 1.5 Credit CLE. Attended by 45 Attorneys. Sponsored by AABANY RE Committee; Colliers International; Herrick Feinstein LLP; Big Apple Abstract Corp; Triz Advisory; KALAGNY. Speakers included Margaret T. Ling, Esq.; Mitchell Korbey, Esq.; Richard Warshauer; Brian Strout.



The Real Estate Committee held a CLE event titled "Cybersecurity and Fraud -- COVID-19 Safety and Compliance Programs."

(15) November 23, 2020: "Why Diversity, Equity and Inclusion Leadership Matters" 1.5 Credit CLE. Attended by 65 Attorneys. Sponsored by AABANY RE Committee; FDNY; EDIC Inc; Fox Rothschild LLP. Speakers included Margaret T. Ling, Esq.; Daniel Wu, Esq.; Cecilia Loving, Esq.; Sean Bacchus; Angela Winfield, Esq.



The Real Estate Committee held a CLE event titled "Why Diversity, Equity and Inclusion Leadership Matters."

(16) December 8, 2020: "Legal Ethics and Professional Responsibility in COVID-19" 1.0 Credit CLE. Attended by 35 Attorneys. Sponsored by AABANY RE Committee; KALAGNY; Flushing Bank; Big Apple Abstract. Speakers included Margaret T. Ling, Esq.; Pery Krinsky, Esq.



The Real Estate Committee held a CLE event titled "Legal Ethics and Professional Responsibility in COVID-19"

(17) January 11, 2021: "The Hunt for Unicorns: How Sovereign Funds are Reshaping Investment in the Digital Economy" 1.0 Credit CLE. Attended by 65 Attorneys. Sponsored by AABANY RE and Asia Practice Committees: KALAGNY; Asian Financial Society; NYCLA Asian Practice Committee. Speakers included Margaret T. Ling, Esq.; Winston Ma, Esq.; and Paul Downs, Esq.



The Real Estate Committee held a CLE event on how sovereign funds are reshaping investment in the digital economy.

(18) January 28, 2021: "CTC: Are We Cleared to Close?" 1.0 CLE Credits. Sponsored by AABANY RE Committee. Caribbean Lawyers Association; KALAGNY; Big Apple Abstract Corp. Speakers included Margaret T. Ling, Esq. and Wendy Yu, Esq.

(19) March 16, 2021: "Manhattan: Coming or Going — A Vacancy and Development Conversation" 1.5 CLE Credits. Speakers included Margaret T. Ling, Esq.; James Nelson, SVP, Avison Young; Christina Ying, Esq.; Herrick Feinstein.

(20) March 24, 2021: "Get Cash Now: Paycheck Protection Program — Part 2: New Money and New Rules" 1.0 Credit CLE. Sponsored by AABANY RE Committee; Big Apple Abstract Corp.; Tannenbaum Helpern Syracuse & Hirschtritt LLP; KALAGNY; CBIZ. Speakers included Margaret T. Ling, Esq.; Jason M. Rimland, Esq.; Steven Nicokiris.

(21) March 25, 2021: "Growing Nassau County Real Estate: Zoning Municipal Incentives and Industrial Development Agency" 1.5 Credit CLE. Sponsored by AABANY RE Committee; Flushing Bank; KALAGNY; Big Apple Abstract Corp.; Forchelli, Deegan, Terrana LLP; Nassau County Industrial Development Agency. Speakers included Margaret T. Ling, Esq.; Harry Coghlan; Kathleen Deegan Dickson, Esq.; Daniel P. Deegan.

Solo and Small Firm Practice Committee

Committee Chair

Bart Wu

The Solo and Small Firm Practice Committee focuses on issues and opportunities for lawyers who are solo practitioners and attorneys in small law firms (under 100 lawyers). Its mission is to (1) address significant legal issues that confront solo practitioners and attorneys in small law firms; (2) provide a forum to exchange information, identify best practices and address matters that arise particularly among lawyers in those practices; and (3) provide a forum for members of this Committee to network with others who engage in a wide variety of specialty areas and who practice in a similar vocational setting.

In March 2020, the Solo and Small Firm Practice Committee originally planned to have monthly meetings, lunches and dinners, except in July and August, with short presentations and immense networking opportunities. Those plans were subject to COVID-19 directives, restaurant availability and general interest. The plans were quickly and entirely upended as a result of the pandemic and its sociological and economic impact on New Yorkers in general, and Asian New Yorkers in particular. As a result, all meetings held this fiscal year were virtual. So far, the Committee has held the following meetings:

- **May 28th:** "How to Woo Clients, Wow Judges and Win Cases," a one-hour CLE, that featured three judges, discussing Appendix A, Standards of Civility, to the Rules of Professional Conduct.
- **June 25th:** Introductory meeting, discussion and introductions of members.
- **Oct. 1st** (Sept. meeting): "Fishing for Clients Part 1: Hear from a GC What He is Looking For to Get Caught!" featured the GC of Broadway-Stages, the largest staging business in NYC.
- **Oct. 28th** (Oct. meeting): "Information Meeting" in which the Chair discussed and answered questions about the LRIS program that was launched in early November.
- **Nov. 19th:** "Fishing for Clients Part 2" which featured 4 CLO's and GC's from public and

- private companies.
- **Dec. 16th:** "Conversations with Government Lawyers: Lessons on How to Deal with Them from Those Who Know" which featured 3 current and former government attorneys.

According to AABANY insiders, these programs drew more registrations and attendees than any others held by the Committee in recent memory, or even in the history of this Committee.

Student Outreach Committee

Committee Co-Chairs:

Cecilia Kim
Jeeho Lee
Jonathan Li
Aakruti Vakharia

AABANY's Student Outreach Committee seeks to equip APA students with concrete skills to excel academically and professionally. In addition, the Committee acts as a bridge between law students and attorneys, encouraging APA students to be active in the APA legal community. To achieve these goals, the Committee sponsors career programs, networking events, and social activities. Currently, there are more than 300 APA law student members in AABANY, and the Committee works with approximately 18 law schools in the tri-state region.

The Student Outreach Committee has held new events, organized new programming, partnered with new schools, conducted roadshows in and outside the Greater New York area, recruited over 250 new students, improved the status quo, increased leadership, and supported rising star students. Please find below a summary of our events, programming, and improvements:

- **6/15/20: "How to Succeed in Virtual Summer Programs"** event, organized by Lia Kim (SOC Co-Chair), featuring Jeeho Lee, Andy Hahn, James Cho, Irene Han and Luna Barrington.
- **4/20/20-Present: Student Leaders Program:** We created a program to fight COVID, assist

with pro bono, bolster our connection with the APALSAs, and help AABANY. The program was first called the "COVID Student Task Force." We grew organically over time, and today, there are around 20-30 active Student Leaders.

- **4/2020: Translated Empire Justice COVID FAQ Pages:** Assisted with translating Empire Justice COVID FAQ Pages (English and Chinese) under the supervision of the Pro Bono Committee (PBCS).
- **6/2020: COVID Social Media Text Campaign:** Created a social media "text" campaign, which mobilized students to distribute our COVID resources to locals through instant messaging (iMessage, KaKao, WhatsApp).
 - Created digital interactive COVID and remote clinic flyers.
 - Translated created flyers to Korean and Chinese.
 - Mobilized the APALSAs to help us distribute our content.
- **7/4/20: COVID Postering Campaign:** Student Leaders created print versions of our COVID and remote clinic flyers and went to the streets to distribute our COVID resources to locals. We went door-to-door and distributed our COVID and remote clinic flyers to small businesses in Chinatown and Koreatown.
- **7/26/20: COVID Rent Relief Application Drive:** Student Leaders Olympia Moy, Meng Zhang, Xinyi Shen and Dianna Lam organized a rent relief application event in Chinatown in just 6 days. Helped over 120 locals in person in Chinatown fill out our rent relief applications. Trained by a pro bono housing lawyer and worked with attorneys.
- **7/2020: Fighting ICE and Student Deportation:** Student Leader Long Dang drafted a joint statement for AABANY and all APALSAs to sign denouncing ICE and Trump's xenophobic student deportation policy. Never had to release the statement because ICE withdrew.
- **7/20-9/20: Creation of Pro Bono and LRIS Websites:** Student Leaders Anthony Park and Long Dang created AABANY's pro bono and LRIS websites.
- **4/20/20-Present: Liaise with APALSAs on Weekly Basis:** Each Student Leader checked in



MEET AABANY'S STUDENT LEADERS:

FIGHTING COVID-19 AND GIVING BACK

AUGUST 2020












Taiyee Chien
Long Dang
Alex Hwang
Dianna Lam
Connie J. Lee
H. Anthony Park
Jenny Park
Xinyi Shen
Sejal Waghray
Meng Zhang

with a different APALSA each week to establish rapport, identify their needs during COVID, and provide support.

- **11/20: Assisting Karen King with Anti-Asian Violence Hate Report:** Student Leaders Dianna Lam, Lin Zhu, Kasama Star, Long Dang and Charlene Hong assisted Karen King with publishing AABANY's Anti-Asian Violence report co-authored with Paul, Weiss.
- **1/21-3/21: Updating AABANY COVID FAQ Pages:** Student Leaders Charlene Hong, Crystal Liu, Keum Yong Lee, Jay Hawlader and Francesca Miranda assist AABANY's PBCS Committee with updating its COVID FAQ Pages for housing, court operations, small business, unemployment, and immigration.
- **1/21-2/1: COVID Rent Relief Phone Clinic:** Student Leaders Olympia Moy, Xinyi Shen and Nick Loh created and conduct a phone clinic to help Chinatown locals with the extension of rent relief applications under the supervision of the PBCS Committee.
- **Future Student Leader Events and Programs:**
 - **Case Re-Enactment in Honor of AAPI Heritage Month:** Student Leader Kasama Star, in conjunction with Allen and Overy, will lead a case re-enactment with Student Leaders, AABANY lawyers, and A&O.
 - **Amicus Brief:** Student Leader Tai Chien is currently drafting a proposal for AABANY to consider an amicus brief on affirmative action.
 - **Columbia Law Student Caravan:** Inspired by our Student Leaders program, Student Leader Jenny Park dedicated the \$5,000 Davis Polk community service grant she won to host 5 students over spring break for a virtual caravan to help AABANY's pro bono committee and clinic. In a weeklong volunteer effort from March 1 through 5, law students updated AABANY's COVID-19 resource pages, participated in client consultations with volunteer attorneys, and engaged in research on consumer debt/foreclosure, immigration, housing, employment, and family law in New York.
- **Events and programming to assist the Student Leaders:** Will Lee (SOC, vice chair) made a promise to invest in the Student Leaders as much as they give back. He created an "AABANY Student Leaders" article to promote the Student Leaders and all their great work. The article amassed tens of thousands of views and was retweeted by Alston & Bird and Columbia Law School. He also created and moderated the "Students Meet Mentors" program to introduce students to new mentors. He carefully identified the interests and needs of the Student Leaders to shape the "Students Meet Mentors" events. 6 events noted below have been held to connect

students to mentors:

- **7/27/20: What is Intellectual Property:** Yuri Mikulka and James Abe (Alston Senior IP Partners), and Nick Tsui (Senior Associate).
- **8/7/20: How to Get a Job in a Tough Market:** Richard Lee (Axinn, Senior Associate, Survivor of 2008 Financial Crisis).
- **8/20/20: Hedge Funds and Transactions:** Hilary Seo (Allen & Overy, Senior Counsel) and Tram Nguyen (Mayer Brown, Senior Partner).
- **9/9/20: Studying During Remote Learning:** Professors Donna Lee, James Cho, Thomas Lee, Suzanne Kim.
- **9/30/2020: What is Complex Commercial Litigation and White Collar Crime:** Ted Kang (Alston, Head of DC litigation) and Karen King (Senior Counsel, Paul, Weiss).
- **1/7/21: Students Meet Mentors -- What Do Corporate Lawyers Do:** Ed Lee (Kirkland), Larry Wee (Paul, Weiss), Jeeho Lee (O'Melveny) and Cynthia Lam (Skadden).



SOC presented a Pre-OCI program on what corporate lawyers do, as part of the Students Meet Mentors series.

- **2/11/21: What Do Bankruptcy Lawyers Do:** William Hao (Counsel at Alston & Bird), Jessica Liou (Partner at Weil), Charlie Liu (Associate at Morgan Lewis), Geoffrey Williams (Associate at Alston & Bird), and William Lee (Associate at Alston & Bird).
- **10/8/20: What Do Litigators Do:** Event, organized by Aakruti Vakharia (SOC, Co-Chair), featured both private and public litigators, who discussed with students what makes litigation unique, what litigators do on a daily basis, and the many different types of litigation.
- **11/23/20: AABANY/NYU Inter-APALSA Resume Critique Workshop:** Lia Kim (SOC,

Co-Chair) and Will Lee (SOC, Vice-Chair) led the first ever virtual resume critique workshop over Remo pairing students with attorneys. Over 40 attorney volunteers and 100 students from over 15 APALSAs attended. This event set the groundwork for future virtual OCI-related events.

- **1/4/21: AABANY/Columbia OCI Mock Interview Workshop:** Dianna Lam (SOC, Vice-Chair), Long Dang (SOC, Vice-Chair), Aakruti Vakharia (SOC, Co-Chair), Margaret Ling (SOC, Board Liaison) and Victor Roh (SOC, Marketing Director) conducted the first ever virtual mock interview event with Columbia over Remo, pairing students with attorneys. Over 45 attorney volunteers and 80 students from over 15 APALSAs attended. First 30 minutes of the event were devoted to a “Do’s and Don’ts” panel moderated by Margaret Ling and featuring Rudy Carmenty and Yen Chu of Columbia Alumni Association.



Students practiced and honed their interview skills at the Mock Interview Workshop.

- **1/21: SOC Releases OCI Tip Sheet:** Jeeho Lee (SOC, Co-Chair) led the publication of an OCI “Tip-Sheet” for recruiting students.
- **3/11/21: Lunar New Year Event with KALAGNY and NYU APALSA:** Celebrated the Year of the Ox. Attendees met students from other APALSAs and connected with practitioners from AABANY and KALAGNY.
- **3/25/21: Careers in Intellectual Property:** Event co-hosted with the Intellectual Property and Young Lawyers Committees. Law students and legal professionals were able to listen and speak to thirteen practicing attorneys to learn about different careers in intellectual property. Attendees were able to move from table to table on the Remo platform and meet different panel members.
- **8/20-Present: Roadshows:** Yang Chen (Executive Director) and Will Lee (SOC, Vice-Chair)

conducted over 15 virtual roadshows with over 15 APALSAs. Recruited an unprecedented 250+ new paying student members. Roadshows with Massachusetts schools and Midwest schools also presented. Circulate sign-up link in real time.

- **1/21-Present: Upgrading SOC Weekly Announcements and Mailchimp:** Victor Roh, SOC Marketing Director, implemented and leads an upgraded weekly announcement system utilizing Mailchimp. Increases our visibility, presentation and legitimacy to students on our listserv.
- **12/21-Present: Improvement of Promotions:** Victor Roh, SOC Marketing Director, significantly upgrades our flyers, promotional materials, and presentation by designing professional-level flyers and finding new ways to bolster our brand and programming.
- Upcoming Events:
 - Planning future OCI event with Cornell Law School.
 - Next Three Students Meet Mentors Events:
 - A Career as a Military Attorney – led by Lia Kim, Military and Veteran Affairs Committee
 - What Do Labor & Employment Lawyers Do – with Will Ng, AABANY President-Elect and co-founder, AABANY Labor & Employment Law Committee3L Appreciation Lunch: Appreciation Lunch for 3L Student Leaders, inviting AABANY leadership and connecting 3L’s with leaders of other committees that 3Ls would like to get involved in.

The Student Outreach Committee will continue to fight COVID, serve AABANY, increase our brand and membership, and lead with new events and programming. We will continue to make inroads, strengthen our relationship with students and APALSAs, grow and give back. We are also making a conscious effort to identify rising star students to lead the next generation of AABANY members, given that our leaders are homegrown. Thank you very much for taking the time to read our updates for the year.

Tax Committee

Committee Co-Chairs:

Sharon Kim
Rich Williams
Libin Zhang

The Tax Committee is AABANY’s professional network for individuals interested in international, federal, state or local tax matters. Coming from a variety of backgrounds, members of the Committee include government, corporate in-house, and private firm counsel, as well as accountants and other non-attorney tax professionals. The Committee

especially seeks to provide networking, mentoring, professional development, continuing legal education and public service opportunities for its members, which include all tax professionals (public or private sector attorneys and CPAs).

On July 16, 2020, the Tax Committee hosted "AABANY Presents: Tax Considerations for Debt Restructurings in the Current Environment." The CLE program covered timely topics such as why borrowers and issuers restructure or modify their debt, current examples of debt restructures and modifications, tax considerations for issuers/borrowers and lenders, and tax considerations relating to Paycheck Protection Program loans.

On August 26, 2020, the Tax Committee co-hosted a webinar titled "Tax Deferrals & Qualified Opportunity Zones Post COVID" with the Real Estate Committee.

Women's Committee

Committee Co-Chairs:

Chatchada Chiamprasert
Jennifer Wu

The Women's Committee strives to foster the advancement of women in the law and to organize programs geared toward female APA attorneys. Throughout the year, the Committee aims to develop and present career and practice development-related programs that cover a variety of practice areas and legal topics. The Committee also seeks to provide a forum for professional and social networking both within and outside of AABANY through unique networking events.

On April 29, 2020, the Women's Committee co-hosted the CLE, "Anti-Asian Violence and Hate Arising from COVID-19," with the Pro Bono and Community Service Committee and the Issues Committee. This webinar examined recent trends and data collection regarding anti-Asian violence incidents, as well as the legal framework of hate crimes under New York and federal law. The nearly 100 attorneys who attended were offered opportunities to volunteer with AABANY and resources to advise community members on their rights.

The committee also co-hosted a series of webinars titled "Anti-Asian Violence and Hate Arising from the COVID-19 Pandemic" with the Pro Bono and Community Service Committee, Academic Committee, and Issues Committee. The webinar was presented in English on May 13, 2020; in Mandarin and Cantonese on May 16, 2020; and in Korean on May 17, 2020. Panelists addressed the increase in violent incidents against the Asian American

community, and the relevant state and federal laws for victims and witnesses of these hate crimes who seek to report them.

On October 15, 2020, the Women's Committee partnered with the Young Lawyers Committee to host a Restorative Yoga Session followed by a brief Nutrition Q&A with Linda Yung, MS RDN, a registered dietitian nutritionist and yoga teacher practicing in NYC.

Committee Co-Chair Jennifer Wu helped draft AABANY and Paul, Weiss' report on anti-Asian violence, *A Rising Tide of Hate and Violence against Asian Americans in New York During COVID-19: Impact, Causes, Solutions*, which was released on February 11, 2021.

Young Lawyers Committee

Committee Co-Chairs:

Cynthia Lam
Darley Maw

Vice Chairs:

Janet Jun
Qian (Sheila) Shen

The AABANY Young Lawyers Committee ("YLC") focuses on the interests of lawyers admitted to practice ten or less years ago, but the Committee is open to all lawyers and law students. Activities include networking receptions, social events, panel discussions, and CLE courses of interest to newly-admitted attorneys.

This year, the Young Lawyers Committee focused on building community within AABANY, promoting mental wellness and professional development, and offering a range of virtual programming, from fitness classes to panel discussions. We strongly encouraged our members to attend events hosted by fellow committees, and our members consistently showed strong representation at various AABANY events, including the Trial Advocacy Program, Fall Conference, Holiday Party and weekly membership mixers.

On Sunday, July 12, 2020, the Young Lawyers Committee organized a free virtual workout class with Mindy Lai, an instructor at Everybody Fights, a popular boxing and fitness studio with locations across the country. Participants included current members and summer associates, who enjoyed some fun cardio and core exercises and torched some serious calories together.

On Thursday, October 15, 2020, the Young

Lawyers Committee and the Women's Committee co-sponsored an evening of restorative yoga led by Linda Yung, MS RDN, a registered dietitian nutritionist and yoga teacher practicing in NYC. During these unprecedented times, self-care and relaxation are more important than ever. Participants of all levels enjoyed a relaxing and unwinding yoga class, followed by a short Q&A discussion on diet and nutrition.

On Wednesday, January 27, 2021, the Young Lawyers Committee hosted the first in a series of conversations about young lawyers navigating careers in law firms and finding the right place in the legal profession during COVID-19. If the path to success in law firms was formidable before, the unique challenges and issues presented to young attorneys during COVID-19 may make it all the more uncertain. With over 50 registrants, this panel discussed the various challenges that young attorneys in law firms may be facing during the pandemic. The panel also featured a candid conversation with experienced practitioners on how to overcome such issues to achieve professional development and personal success.



The Young Lawyers Committee hosted a conversation about young lawyers navigating careers in law firms during COVID.

On March 25, 2021, the Young Lawyers Committee co-hosted a Careers in Intellectual Property event with the Intellectual Property and Student Outreach Committees. Law students and legal professionals were able to listen and speak to thirteen practicing attorneys to learn about different careers in intellectual property. Attendees were able to move from table to table on the Remo platform and meet different panel members.

Looking ahead at the upcoming year, the Young Lawyers Committee will continue to broaden

its event offerings and increase its membership base through collaborations with other AABANY committees, legal associations, and community organizations focused on empowering Asian American leaders and professionals.

Mentorship Program

Program Co-Chairs:

Shruti Chopra
Joseph Eng

AABANY's Mentorship Program provides support, advice, and networking opportunities to aid both mentors and mentees in their professional and personal development. Each mentee is matched with a mentor who will serve as a teacher, role model, and resource. By way of one-to-one relationships and Mentorship Program events held throughout the year, the program will provide the structure to advance the professional growth and networking skills of both mentors and mentees. Mentors and mentees will be AABANY members and may represent any level of experience and practice area.

Due to uncertainty in the legal profession caused by COVID-19, there was unprecedented interest in AABANY's Mentorship Program in 2020. AABANY successfully matched over 130 mentees with mentors from law firms, the judiciary, the government, and private companies. Looking ahead, the Mentorship Program will be exploring ways to make itself even more helpful and useful to members who seek rewarding mentorship relationships.

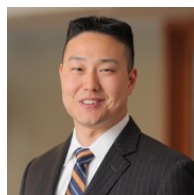
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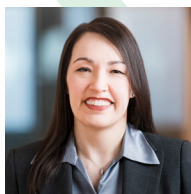


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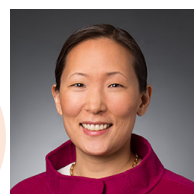
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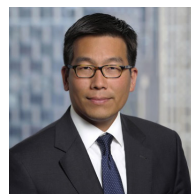
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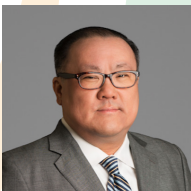
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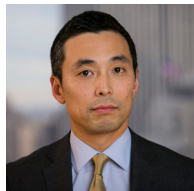
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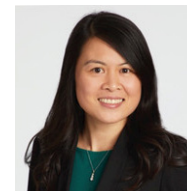
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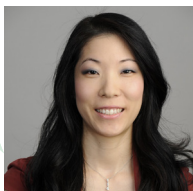
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Andy Yoo
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Executive Director
Yang Chen



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Contact Information

 facebook.com/aabany

 twitter.com/aabany

 linkedin.com/in/aabany

 blog.aabany.org

 youtube.com/aabany

 instagram.com/aabany

 main@aabany.org

 aabany.org

 Asian American Bar Association of New York
45 Rockefeller Plaza, 20th Floor
New York, NY 10111

 Phone: (646) 653-2168
Fax: (718) 228-7206