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○ SPRING | ○ 2013

The L.E.A.D. News Story

Archer & Greiner's Diversity Committee Newsletter

Diversity & Inclusion in Action @ Archer & Greiner , PC

Introducing L.E.A.D.

By: Lloyd Freeman

L.E.A.D. (Lawyers Encouraging Archer's Diversity) is a new affinity group launched this year to foster an environment of inclusion at the firm. The goals of this group are three-fold: (1) to increase Archer's recruiting and retention of diverse attorneys, (2) to provide a means of internal networking, and (3) to inform business strategy. Any lawyer in the firm who has an interest in the mission of LEAD may join this group.

LEAD kicked off with a CLE on March 5, 2013 co-sponsored by the firm's in-house CLE committee. The program entitled, "The Business Case for Diversity," featured candid conversation about the importance of diversity in the workplace and how it impacts bottom line results. Panelists

for this CLE included A&G's own **Debra Rosen** and **Carlos Bollar**.

We were joined by Scott Reid (board member for PDLG and past president of the Barristers Association of Philadelphia), Naomi McLaurin (Director of Diversity for the Philadelphia Bar Association), Eric Fikry (Co-chair of Diversity for the New Jersey State Bar Association) and Joel Trotter (Senior counsel for GlaxoSmithKline). More coverage about this CLE will appear in the Summer Edition of *The LEAD News Story*.

Attorneys interested in joining L.E.A.D. should contact Lloyd Freeman at (856) 616-2680 or lfreeman@archerlaw.com



DAVID MARION (with JIM CARLL & CHRIS GIBSON) Wins AJC Award, Story p.2



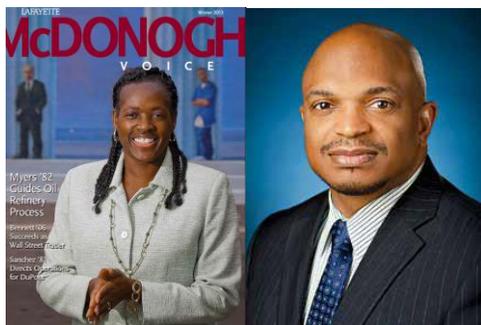
March 5, 2013 L.E.A.D. CLE Panel, *The Business Case for Diversity*



STELLA TSAI talks voting rights with Hon. John Lewis at AALDEF's Annual New Year Gala in NYC

DIVERSITY POLICY

Archer & Greiner maintains a strong commitment to fostering diversity in the firm and strives to create a workplace environment which embraces differences in perspectives and cultures so that all can work in an atmosphere of inclusion and respect. This not only provides Archer & Greiner employees with an opportunity to flourish in their careers but also optimizes the firm's ability to provide exceptional service to its clients.



UNDIVIDED ATTENTION



John Kahn is featured in the 2013 Winter Edition of Lafayette College's McDONOUGH VOICE, a magazine celebrating the contributions of African-Americans to Lafayette.

Senior associate John Kahn is widely regarded for his legal scholarship and effective advocacy, but this unassuming New Jersey native also has many other achievements to his name, including an epic carry as a Lafayette running back in a 224-yard outburst in a 30-15 victory over Columbia in 1991.

Kevin Gray wrote about this episode of John's remarkable professional and academic career in *Undivided Attention*, which appeared in the Winter 2013 edition of *McDonogh Voice*. At Lafayette John had to learn how to balance academics with sports: "(m)y experiences at Lafayette taught me how to clearly focus on my goals in the face of

competing interests." John also recognized the value of teamwork: "finding a close community of friends who share common experiences and goals is important to your success throughout your life."

[Read More](#)

"Finding a close community of friends who share common experiences and goals is important to your success"
JOHN P. KAHN

AJC Honors David Marion

In January 2013, the American Jewish Committee (AJC) presented David Marion with the Judge Learned Hand Award to recognize his professional achievement and dedicated community leadership. The Judge Learned Hand Award was established in honor of the deeply revered jurist and judicial philosopher who served longer than any other federal judge in the history of the United States.

The AJC was established in 1906 by a small group of American Jews deeply concerned about pogroms aimed at Russian Jews, determined that the best way to protect Jewish populations in danger would be to work towards a world in which all peoples were accorded respect and dignity.

GET SMART

Deconstructing the MBE, WBE & MWDBE Certification Process

On February 25, 2013, Diversity Committee member Stella M. Tsai moderated **GET SMART**, a continuing legal education panel on the certification of woman, minority, or otherwise disadvantaged person as a woman or minority-owned business enterprise, commonly referred to as a MBE, WBE or MWDBE.

The distinguished panelists were:

- **Natalia Olson-Urtecho**, Regional Administrator, SBA
- **Katherine Ng**, Director of Business Development, Wu & Associates
- **Michael Pearson**, CEO & President, Union Packaging, LLC
- **Geri Swift**, CEO, Women's Business Enterprise Council

The reasons may vary, but to meet procurement goals, companies and agencies typically seek suppliers who are able to verify their MBE, WBE or MWDBE ownership through a certification process conducted by authorized public and private agencies

The panelists covered certification & agency requirements, the goals of supplier diversity initiatives in the private and public sectors, the resources available to small businesses, and common compliance issues such as "pass-through" relationships and untidy records.

The panelists encouraged business owners to decide whether the "numbers" work before even thinking about certification. Certification is only the first step in a business development process from which the certified business will graduate and, in turn, mentor others.



GET SMART Panel: L to R, Geri Swift, Natalia Olson-Urtecho, Katherine Ng, and Michael Pearson

The Bottom Line: Certification is only supposed to be the icing on the cake, not the raison d'être of your business. **Questions?** Please contact Stella Tsai at stsai@archerlaw.com or (215) 520-1828.



Phil Cha & Grace Manno,
2013 DELVACCA President



Rutgers APALSA
Honoree

An Interview with Phil Cha, Chair, Diversity Committee

We recently spoke with [Phil Cha](#), an Archer & Greiner environmental law partner with an emphasis on environmental litigation, Brownfields development, environmental transactions, regulatory compliance and advice. Phil has been honored for his work as an "ambassador" to local affinity law student associations and recently assumed the role of Chair of the Diversity Committee.

Phil, you've been a member of the Diversity Committee since its inception. What is its role at the firm?

The Diversity Committee takes an active role in implementing the policies and initiatives which promote our firm's goal of building a diverse and inclusive team of attorneys. We also evaluate and monitor the firm's progress as to diversity and make recommendations on adjustments to the firm's policies and initiatives, if they are needed. We are also consulted about hiring and personnel issues which may benefit from the insight of our committee members.

What tangible progress have you seen over the years in terms of diversity and inclusion?

Our scholarship programs and the commitment of our diverse attorneys have helped us build a pipeline of diverse law students and attorneys. Through programs such as the PDLG, A&G-Temple Law Diversity Scholarship and the Rutgers Law Diversity Scholarship, and by the very active roles of our diverse attorneys with affinity groups, we have done a very good job with recruitment. Take a look at our incoming summer associate class and you'll see that we mean it when we say we are committed to diversity. I am proud of our firm's progress. It certainly helps that our firm's Management understands the business case for diversity and inclusion and supports affinity groups such as L.E.A.D. and the Women's Network.

What are your goals for the coming year?

We've done a lot with recruitment, and we'll continue to do more, but that's only part of the solution. There needs to be a holistic approach that looks at recruitment, development and promotion. Thus, one of my main goals for the coming years is to facilitate the implementation of policies and practices that provide opportunities for development and promotion of our women and diverse attorneys at all levels. Another goal is to better market our diverse and women attorneys and to expand or create business opportunities with clients, including those who seek to retain diverse suppliers of legal services.

Phil Cha, Esq., Unplugged.



A&G -Temple Law Diversity Scholarship:
left to right, Naomi McLaurin; Temple Law School, Dean JoAnn Epps; A&G's Jim Carl; Hon. Michael Nutter; Joel Clymer; Jose Sabalbaro; A&G's Chris Gibson; and Hon. Shelley Smith.

DIVERSITY COMMITTEE

[Phil Cha](#), Chair
[Christopher R. Gibson](#),
President of the firm
[Carlos M. Bollar](#)
[Cynthia Brooks](#)
[Trevor Cooney](#)
[Lloyd Freeman](#)
[A. Paul Genato](#)
[Carlton L. Johnson](#)
[Debra S. Rosen](#)
[Stacey Sinclair](#)
[Stella M. Tsai](#)

Click [here](#) for more
information on A&G's
Diversity Committee.



Spring 2013 Calendar of Events



DATE	EVENT	PLACE	CONTACT
To be announced	Rutgers Diversity CLE	Rutgers School of Law, Camden, NJ	Angela Baker angbaker@camden.rutgers.edu
March 25, 11:30 a.m.	African American Chamber of Commerce of New Jersey with Lyneir Richardson , CEO, Brick City Development Corporation	52 Park Place, Newark, NJ 07012	www.aaccnj.com
April 3, 6 p.m.	South Asian Bar Association Speaker Kiran Ahuja, ED, White House Initiative of AAPI	2000 Market St., 20th Floor Philadelphia, PA 19103	RSVP by March 31, 2013 ashah@foxrothschild.com
April 4, 6 p.m.	APABA-PA Suburban Networking	Azie, 789 E. Lancaster, Villanova PA	www.apaba-pa.org
May 17, 6 p.m.	Barristers' Scholarship Soireé	Westin Hotel, Philadelphia, PA	phillybarristers@gmail.com
June 1, 6 p.m.	Garden State Bar Association Anniversary Scholarship & Awards Gala	The Clubhouse, Kenilworth, NJ	www.gardenstatebar.org



Honoring Carlton Johnson, Philadelphia Business Journal, 2012 Minority Leader of the Year

BREAKING NEWS: Philadelphia Law Diversity Group Wins Justice Sotomayor Diversity Award

On March 11, 2013, the Philadelphia Diversity Law Group (PDLG) received the Philadelphia Bar Association's prestigious Justice Sonia Sotomayor Diversity Award. The PDLG, which includes [Archer & Greiner, PC](#) as a member, was honored for its commitment to promoting full and equal participation in the legal profession through the encouragement and inclusion of diverse attorneys in its member law firms and corporate offices. The Award was accepted on behalf of PDLG by Co-Presidents Sophia Lee, Esquire, Chief Counsel of Litigation at Sunoco, Inc. and Wesley Payne, Esquire, of White & Williams.

Coming soon

The L.E.A.D. News Story *Summer Edition*

- *Interview with Bob Lehman, Esq.*
- *Richard Ramones, Rutgers APALSA Alum Award*
- *The Business Case for Diversity*
- *May: Asian American Heritage Month*

Story ideas? Contact Stella Tsai,
stsai@archerlaw.com or Debbie Rosen,
drosen@archerlaw.com by May 3, 2013

Archer & Greiner P.C.
ATTORNEYS AT LAW