

INSIDE DIVERSITY III: LEADERSHIP COUNSEL ON LEGAL DIVERSITY

Thursday | September 16, 2010
The California Club | 538 S Flower St | Los Angeles CA



Panelists

Four of the organizations represented by today's panelists are members of an LCLD Strategic Committee as noted below. Panelist Robert Grey is the Executive Director of LCLD. Individual bios for the panelists follow.

NAME	COMPANY/FIRM	LCLD COMMITTEE
Margaret M. Madden	Pfizer	Pipeline
Richard Tom	Southern California Edison	Pipeline
Joseph K. West	Walmart	Partnerships
Robert E. Williams	Sheppard Mullin	Profile
Robert J. Grey, Jr.	Hunton & Williams LLP	(Executive Director - LCLD)

Robert J. Grey, Jr.

Robert J. Grey, Jr., is a partner with Hunton & Williams LLP and serves as Vice Chair of the firm's Pro Bono Committee. Mr. Grey focuses his practice on administrative matters before state and federal agencies. Based on this and other experience, he continues his practice in mediation and other forms of dispute resolution on a state and national level. He represents corporate and industry interests in the legislative arena. Mr. Grey also counsels businesses with concerns before elected and appointed government officials.

Mr. Grey was the first African American to be an officer in the American Bar Association, serving as Chair of the ABA House of Delegates and later as President of the ABA. He devoted his year long term as president of the ABA to creating better justice through better juries via the America Jury Initiative. The Jury Initiative was composed of the Commission on the American Jury and the American Jury Project. The Commission was dedicated to educating the public on and reinvigorating the nation's commitment to jury service. The American Jury Project modernized and consolidated varying sets of juror standards into a single model document that reflects the demands of contemporary trials.

In 2010 Mr. Grey was appointed by President Obama and confirmed by the Senate to the Board of the Legal Services Corporation.

In 2010 Mr. Grey was selected to be the Executive Director of the Leadership Council on Legal Diversity (LCLD).

He received his B.S. in 1973 from Virginia Commonwealth University and his law degree in 1976 from Washington and Lee University, where he currently serves on its Board of Trustees.

Margaret M. Madden

Maggi Madden is Vice President and Assistant General Counsel in Pfizer's Employment Law Group. She has been employed at Pfizer since August 1, 2000 and held the position of Vice President and Assistant General Counsel since May 2007. Pfizer's Employment Law Group provides advice and counsel to the corporation on all federal and state employment law and benefits issues and manages outside counsel's handling of employment law litigation. She also serves on a number of Pfizer corporate leadership teams to provide advice and input to the company from an employment law perspective.

Prior to joining Pfizer, Maggi was a partner at Epstein, Becker and Green. She practiced in both its New York and New Jersey offices, primarily focusing her practice in employment litigation.

Maggi serves on the Board of Directors for The Benedictine Foundation and on the Board of Directors for MFY Legal Services, Inc. She also serves on the Business Advisory Council for YAI/National Institute for People with Disabilities Network.

Maggi received her B.A. from Georgetown University in 1982 and her J.D. from Seton Hall University in 1985. She is a former editor of the Editorial Board of the New Jersey State Bar Association *Labor and Employment Quarterly*. She is admitted to practice in New York, New Jersey and the District of Columbia.

Richard Tom

Richard Tom is a senior attorney at Southern California Edison Company and is the manager of the Licensing and Environmental Section of the Law Department. He has been with the company since 1994. Previously, Richard was a California Deputy Attorney General for five years, and an associate at Kaye Scholer for two years. In addition, after law school, he served as a law clerk with the Hon. A. Wallace Tashima in the United States District Court in Los Angeles.

Richard is a current member and past chair of the South Pasadena Planning Commission and a former member of the City's Cultural Heritage Commission. Currently, he is a board member of Neighborhood Legal Services of Los Angeles County and of the California Bar Foundation. Richard is a former member of the California State Bar's Council on Access and Fairness, a former chair of the Environmental Law Section of the California State Bar, and a former board member of the California Minority Counsel Program and the Southern California Chapter of the Association of Corporate Counsel America.

Richard was a leader in establishing SCE's StreetLaw program involving three high schools in the San Gabriel Valley, now in its fifth year, and in establishing the SCE Law Department's pro bono and diversity committees. Richard was also a member of the subcommittee responsible for the Corporate Law Department/Law Firm Call to Action Summit in 2008, the predecessor event to creation of the Leadership Council on Legal Diversity. Richard has been a speaker and panelist on diversity issues at various forums, including a hearing before the California Senate Committee on Judiciary, "Shaping the Future of the Legal Profession: Improving Pathways and Increasing Diversity," in April, 2009, and a Martindale-Hubbell Counsel to Counsel Top of Form Summit, "Maximizing In-House/Outside Counsel Relationships" panel, in October, 2009. Richard has also made numerous presentations on career issues and opportunities, including to students in the UCLA Law Fellows Program, and at various Southern California law schools.

Richard earned his undergraduate degree in Applied Earth Sciences from Stanford University in 1982, and his law degree from the University of Michigan Law School in 1985.

Joseph K. West

Joseph K. West is Associate General Counsel for Walmart, Inc. where he heads the Office of Outside Counsel Management. As such, Joe is responsible for managing the company's relationship with all of the external law firms that do business with the company. This includes over 600 law firms, over 26,000

timekeepers and an annual spend in excess of \$300 Million. His duties include vetting and approving firms for selection to Walmart's approved counsel list, reviewing and approving conflict waiver requests, selecting relationship partners at outside firms, investigating ethical complaints against outside firms as well as internally and ensuring compliance with the terms of Walmart's Outside Counsel Guidelines, which all approved Walmart firms must follow. Joe also represents Walmart at numerous CLE's and various other speaking engagements around the country. On October 7, 2009 the National Association of Minority and Women Owned Law Firms (NAMWOLF) gave Joe its highest award for his contributions to advancing diversity within the legal profession.

Joe has over 22 years of litigation experience, having tried over 200 cases to verdict in his career. In 2007 Joe joined Walmart's Litigation Group after a stint with Entergy Corporation, a Fortune 200 Utility based in New Orleans. At Entergy, he successfully tried numerous commercial, casualty, environmental and labor and employment matters. He litigated several landmark pieces of litigation including the first case to interpret Louisiana's Overhead Power Lines Safety Act, as well as the first case to interpret the state's "Dig Law" which governed the duties of utilities in projects involving major excavations. He also amassed a perfect record in obtaining defense outcomes in a series of 25 environmental lawsuits against Entergy and several other defendants. In one such case alone, the jury returned a verdict of \$1.06 Billion against a co-defendant in a matter that remains the largest property damages verdict in U. S. history. (*Grefer v. Intracoastal Tubular Services, Inc.*)

As a first chair litigator, he obtained an unblemished record in numerous defense trials in the Civil District Court for Orleans Parish, widely considered one of the most plaintiff-friendly venues in the country. One such major win included a serious accident case involving the death of one vehicle occupant and catastrophic injuries to another. After a six week trial, the jury returned a zero verdict in Entergy's favor and against the firm of famed plaintiff's attorney Johnnie Cochran (John Godfrey v. Bell South, et al.). Another case involved the claim that a gas leak from one of Entergy's odorant plants caused widespread damages and injuries ranging from death to miscarriages to chronic respiratory problems. After a three week jury trial, Joe obtained a zero verdict (*Mose Simpson, et al v. Entergy*).

Joe was also responsible for managing litigation at Entergy's nuclear plants located in New York, Vermont, Massachusetts, Arkansas, Mississippi and Louisiana. He served on Entergy's Contingency Planning Committee which won national acclaim for helping the company maintain its functionality as well as viability after Hurricane Katrina destroyed over a billion dollars of the company's infrastructure.

A graduate of Southern University and Tulane Law School, Joe was also a visiting student at Georgetown University Law Center and he successfully completed the Executive Training Program at the University of Maryland School of Business. For five years, Joe was an adjunct professor at Tulane Law School, where he taught Trial Advocacy.

Joe was a staff member of former Louisiana Governor Dave Treen and was later appointed by former Louisiana Governor Kathleen Blanco to serve as Treasurer and eventually Chairperson of the Louisiana State Museum Board. He also served on the Louisiana Judicial Accountability Task Force, a statewide body responsible for evaluating the performance and ethical conduct of the state's judges. He was also appointed by Governor Blanco to serve on the Louisiana Tourism and Hospitality Coalition which was credited with helping to rebuild the state's tourism infrastructure. He served three terms as chairperson of the Orleans Parish Alcoholic Beverage Control Board, by appointment of the New Orleans City Council and he co-authored the city's Telecommunications Equalization Act of 1996, a first of its kind city ordinance to require universal access to certain telecommunications services. During his time in private practice he has represented a number of high profile athletes and entertainers including Laurence Fishburne and Emeril Lagasse.

Joe is married to Dr. Nadine Ford West, an Ob-Gyn. They were both recently honored by the Minority Corporate Counsel Association for their heroic efforts to save the lives of numerous patients at her hospital during Hurricane Katrina. They live in Bentonville, Arkansas with their daughter and two sons.

Robert E. Williams

Robert Williams is a partner in the Los Angeles office of Sheppard, Mullin, Richter & Hampton LLP. He has been with Sheppard Mullin since 1977. Bob is a member of the firm's Finance and Bankruptcy Practice Group. His practice specialty is real estate finance, and he has a subspecialty in the representation of financiers of affordable housing projects.

Bob is a member of Sheppard Mullin's Executive Committee, and he serves as the firm's Chief Talent Officer. In that capacity, he supervises Sheppard Mullin's associate recruiting, evaluation and professional development. Bob and Carol Ross-Burnett, who is the firm's Manager of Diversity and Inclusion, work together to direct the firm's diversity and inclusion initiatives.

Bob is a member of the American College of Real Estate Lawyers. His community activities have included membership on the Board of Directors of the San Gabriel Valley Chapter of the American Red Cross and the La Canada-Flintridge Educational Foundation.

Bob received his bachelor's degree from the University of California, Santa Barbara, in 1973, and his law degree from Harvard Law School in 1976.

Wilbert H. Watts, Jr., Moderator

Wilbert H. Watts, Jr. is a partner in the downtown Los Angeles office of DLA Piper. He practices in all areas of real estate representing major financial institutions, investment funds, developers of major projects throughout Southern California, and insurance companies. His experience includes commercial leasing transactions on behalf of landlords and tenants for office, retail and industrial uses, acquisitions and dispositions, development, land use planning, zoning, entitlements, real estate financings, and mortgage-backed securities.

He also has advised various clients, among them Fortune 100 companies, in bankruptcy matters arising in connection with the wide variety of their real estate interests.

In 2009, Mr. Watts was named a Southern California Rising Star by Super Lawyers magazine. In 2010, Mr. Watts was honored with the National LGBT Bar Association's inaugural Best LGBT Lawyers Under 40 award. He was also awarded a Pro Bono Associate of the Year Award for both 2005 and 2006 recognizing the pro bono service he provided to Partnership to Uplift Communities, a charter school based in Los Angeles, in its leasing matters, as well as the legal assistance he provided to several other nonprofits in their efforts to incorporate and gain federal tax-exempt status. The nonprofits he now assists include a number of organizations tackling issues of economic development and urban revitalization locally as well as organizations assisting women in West Africa and seeking to eradicate HIV/AIDS.

Mr. Watts currently serves as chair of the diversity committee for the Los Angeles office and on DLA Piper's pro bono committee. In addition, he is active on various committees with Central City Association and Urban Land Institute. Mr. Watts also serves on the vestry of All Saints Church-Pasadena which, among other things, is renowned for its peace and justice work.

Mr. Watts received his B.A. in English and Psychology from Georgetown University in 1996 and his law degree from Harvard Law School in 1999.