
ARNOLD & PORTER LLP

Embracing Racial Diversity

at Arnold & Porter LLP



A Commitment to Diversity

“As a native of the South who has experienced first-hand the insults of racism, my main goal in choosing a law firm was to pick a place where I would be respected as an individual and given the same career opportunities as my non-minority colleagues. I believed that Arnold & Porter would meet my needs, and I have never had any reason in my years at the firm to question that choice. In fact, Arnold & Porter has exceeded my expectations. I am proud of Arnold & Porter’s commitment to diversity and feel much joy in seeing that commitment result in a significant increase in minority attorneys since I joined the firm. I do not believe there is a better law firm in the country for minority attorneys.”

William Cook

Partner and Diversity Committee Chair, Washington, DC Office
Began career at Arnold & Porter LLP in 1986 as a Summer Associate

Beyond our sophisticated legal practice and devotion to first class legal work, Arnold & Porter LLP offers an environment that welcomes people of all backgrounds and encourages every person to realize her or his potential.

Arnold & Porter’s management philosophy promotes the treatment of every person with dignity and respect, values the contribution that each person makes as an individual, eschews all stereotypes or assumptions about people, and enables our colleagues to be comfortable being themselves. We believe the strength of our commitment to these goals sets us apart from other law firms.

Recognition in Diversity

“As a member of the firm’s Hiring Committee, I have witnessed first-hand Arnold & Porter’s tireless efforts in the area of recruitment of qualified minority attorneys.”

Darren Skinner

Partner, Washington, DC Office
Began career at Arnold & Porter in 1993 as a Law Clerk

Arnold & Porter’s commitment to diversity has been recognized repeatedly.

- The only law firm ever named an “Employer of Choice” by the Minority Corporate Counsel Association (MCCA).
- Since 1999, we have received the MCCA’s prestigious Sager Award eight times. The award is given to law firms to recognize extraordinary commitment to diversity.
- Ranked on *The American Lawyer’s* 2009 “A-List” of law firms, which takes into account a firm’s diversity, pro bono commitment, associate development, and financial success.
- In 2009, VAULT ranked the firm as eighth on its list of “The 20 Best Law Firms For Diversity.”



Dedication to Minority Recruitment

“Many criteria were important to me when deciding among law firms, and I chose Arnold & Porter, in large part, because of its deep commitment to diversity. That commitment has never wavered since I was a summer associate in 1996, and I am pleased to find that Arnold & Porter continues to strive to improve recruitment and retention of minority attorneys at the firm.”

Lily Lu

Partner, New York Office
Began career at Arnold & Porter in 1996 as a Summer Associate

Arnold & Porter’s minority attorneys are involved in every aspect of our recruitment efforts, including working actively with minority law student associations, meeting with minority applicants who visit our firm, and hosting an annual reception for minority law students offered an associate or summer associate position with our firm. We believe the significant involvement of our minority attorneys in the firm’s recruiting efforts reflects a confidence that Arnold & Porter is a welcoming and comfortable environment in which to practice.

Meeting the Challenge of Retention

Arnold & Porter is committed to minority retention. Once in the door, minority attorneys are invited to join Minorities at Arnold & Porter (MAP). MAP was formed by and for minority attorneys at Arnold & Porter and helps the firm identify ways to increase minority recruitment and retention. MAP partners offer each minority associate the opportunity to have a MAP partner mentor. Each year, MAP organizes a retreat for the firm’s minority lawyers. MAP members meet periodically for lunch to discuss issues of common concern. The firm supports MAP’s efforts to promote collegiality. MAP provides a supportive environment through which minority attorneys at Arnold & Porter have established informal mentoring relationships and friendships.

“What impresses me the most about the firm are the concerted efforts by minority partners and associates to serve as mentors to each other.”

Cydonii Fairfax

Former Associate
Now Vice President and Deputy General Counsel with firm client, American Capital, Ltd.

Participation in Firm Governance

In addition to involving minority attorneys in its recruiting and retention efforts, Arnold & Porter tries to ensure minorities are represented on various committees. Minority attorneys serve on the Professional Development Committee, which is chaired by a minority partner; the Diversity Committee, which is chaired by a minority partner; the Hiring Committee, which is co-chaired by a minority partner; the Management Committee; the Associate Evaluation Committee; the New Partners Committee; the Assignment Committee; the New Associates Committee; the Summer Associate Committee; and the Ethics Committee.

Arnold & Porter Attorneys Speak Out

“It is no secret that large law firms have been struggling to recruit and retain minorities. Arnold & Porter, even as a leader in this area, takes this seriously and constantly reviews its policies to aggressively promote diversity of all types and at all levels. Every concern I have raised regarding diversity has been received with genuine respect and even excitement, so I am motivated to keep providing Arnold & Porter with more ideas to better recruit and retain minorities. I simply can’t see myself at any other law firm.”

Bonard Molina Garcia

Associate, Washington, DC Office
Class of 2006

“When looking to join a law firm in Washington, DC, it was important to me to find a firm that would provide me with a fair opportunity to prove myself and my abilities. Arnold & Porter provided me with that opportunity.”

David Orta

Partner, Washington, DC Office
Began career at Arnold & Porter in 1998 as a Lateral Associate

“When I was being recruited by large law firms, I found it difficult to tell them apart. I chose Arnold & Porter because, in addition to the opportunity to do interesting and valuable work, I felt a true sense of community here. Through my years at the firm, I have relied on the community of minority attorneys for guidance in both professional and personal aspects of my life. I have also seen how our firm’s management takes responsibility for promoting diversity as a core value of the firm. This combination makes me confident that I chose the right firm for me.”

Jessica Medina

Associate, Washington, DC Office
Class of 2004

“As a member of the firm’s Hiring Committee and Minority Attorney Affinity Group, I have witnessed first-hand Arnold & Porter’s dedication to the recruitment, development, and, most importantly, retention of minority attorneys. Arnold & Porter truly strives to create an environment in which minority attorneys can grow, prosper, and succeed. What is most impressive about Arnold & Porter, however, is that—despite its proven record on the diversity front—the firm continues to believe that it can and should do better. This unparalleled standard of excellence is what places Arnold & Porter among the nation’s top law firms for minority attorneys.”

Angel Tang

Partner, Los Angeles Office
Began career at Arnold & Porter in 1999 as an Associate

“When I was looking for a law firm, Arnold & Porter’s commitment to diversity was obvious and genuine, and this commitment has proven itself repeatedly in the 12 years since I joined. The atmosphere here gives each of us the opportunity to prove our abilities and commitment in a fair and supportive environment, something that has been critically important to me.”

Justin Antonipillai

Partner and Hiring Committee Co-Chair, Washington, DC Office
Began career at Arnold & Porter in 1997 as an Associate

“As a young associate I am fortunate to experience, on a daily basis, the strength of Arnold & Porter: its people. It was clear to me on the day I arrived that Arnold & Porter is filled with highly talented people who celebrate our differences in culture, tradition, and politics. Here in the Denver office, you will hear Spanish spoken in our halls and if you come on the right day you may get to enjoy a breakfast burrito! Beyond just the people, the firm itself is committed to celebrating and recruiting diversity.”

Jerome DeHerrera

Associate, Denver Office
Class of 2004

Contact Us

For further information, visit our career website at arnoldporter.com/recruiting or contact the Recruitment Manager in one of the Arnold & Porter offices below. For Northern Virginia information, please contact our Washington, DC recruitment manager.

Arnold & Porter values diversity and adheres to an employment policy that prohibits discriminatory practices based on sex, race, disabled or veteran status, sexual orientation, or any other personal characteristic protected by federal, state, or local law, regulation, or ordinance. We solicit applications from all qualified applicants.

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