

Cahill

Diversity, Equity &
Inclusion Insider

Message from the Chairs

We are pleased to present this edition of the Cahill Diversity, Equity & Inclusion Insider, which recaps the Firm's diversity and inclusion programs hosted by the Diversity, Equity & Inclusion, Women's Initiatives Committee, and Affinity Groups over the past year.

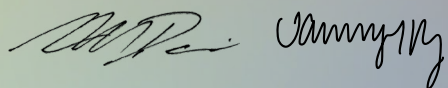
As we look ahead to 2025, we remain committed to fostering an environment where diversity, equity, and inclusion are not just values, but guiding principles that ensure every individual can bring their full selves to work and thrive.

We were pleased to see the ongoing impact of our initiatives, such as the 2L Diversity Fellowship, in furthering our goals of recruiting the best legal talent from all backgrounds and developing an increasingly inclusive pool of lawyers and leaders throughout the Firm. These efforts showcase our dedication to cultivating a pipeline of the best legal talent who will draw upon their diverse perspectives and experience to shape the future of our Firm and the legal profession at large.

We hope you enjoy the spotlights featuring CahillNXT partner Sarah Chen and corporate partner Mark Loftus, who both exemplify the strength and innovation that diversity brings to our practices.

Diversity and inclusion require continuous commitment, collaboration, and creativity. We encourage you to share your ideas on how we can further this important work and thank you for your invaluable contributions in making Cahill an inclusive and dynamic place to work.

Our very best,



Sean Davis, Chair, Diversity, Equity & Inclusion Committee
Tammy Roy, Chair, Women's Initiatives Committee

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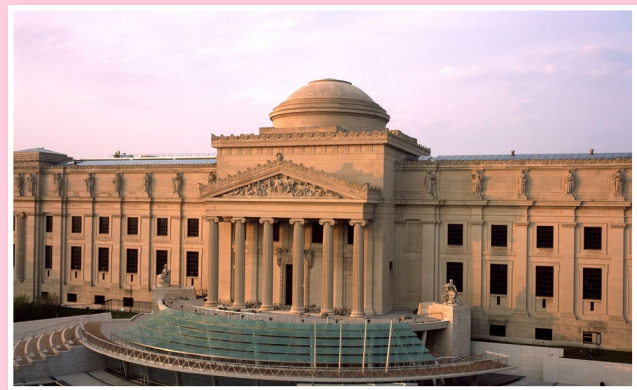
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Diversity/Affinity Group Events



Hispanic Heritage Month Celebration

The Hispanic/Latinx Affinity Group held a lunch and discussion to kickoff and celebrate Hispanic Heritage Month. The event featured speaker Maria Fernandez, currently the Deputy Secretary for Education for the State of New York and former in-house counsel for IBM, who discussed the intersection of heritage and career advancement. Maria shared stories about her career trajectory at IBM, including how being Latina helped her work with the LATAM markets. She also discussed her current goal with the Department of Education to increase the state's Tuition Assistance Program. She advised attendees to take the time at the start of each year to assess their career growth plans and stressed the importance of having a sponsor, mentor, or board of advisors to provide feedback and serve as advocates. She also offered advice on building personal brands and leveraging resources like LinkedIn, bar associations, and alumni organizations.



Affinity Groups Summer Receptions

The Diversity, Equity & Inclusion Committee hosted a reception at Pearl Alley located within Pier 17. Members of the Executive Committee and Affinity Groups, including summer associates, enjoyed an evening together in a festive atmosphere with a gorgeous view of the East River.

Throughout the summer, the Firm's Black Lawyers, ASMENA, Hispanic/Latinx, LGBTQ+, Veterans and Working Parents Affinity Groups hosted luncheons to meet our diverse summer associates. These important events provide an opportunity for lawyers to get to know the summer associates and build relationships in an informal setting.

Black History Month Celebration

Cahill proudly celebrated Black History Month and recognized the rich heritage, significant contributions and outstanding achievements of Black communities and our colleagues. In an effort to encourage conversations critiquing society and celebrating Blackness, Cahill's Black Lawyers Group hosted a celebration at the Brooklyn Museum in coordination with the exhibit, "Giants: Art from the Dean Collection of Swizz Beatz and Alicia Keys," which featured distinguished works by Black diasporic artists.

SPOTLIGHT ON



Sarah Chen

Sarah Chen was born and raised in Shanghai, China, a vibrant city that mirrors her own driven and dynamic personality. Growing up as an only child, Sarah often let her imagination soar, sketching buildings and dreaming of a future as an architect. Even as a young girl, she was known for her insatiable curiosity and methodical approach—qualities that would later define her career.

Her journey eventually took her across the world to New York University, where Sarah majored in Economics and Environmental Studies. Though she traded her childhood dream of architecture for a new path, her fascination with structures—albeit now financial and legal—remained. During her time at NYU, Sarah could often be found immersed in her studies, piecing together the puzzle of how systems work and evolve.

After completing her undergraduate degree, Sarah continued her academic pursuits at Columbia Law School. There, she honed her legal acumen and solidified her path toward becoming a corporate attorney. Upon graduation, she began her legal career practicing in the M&A groups at Ropes & Gray and Paul, Weiss.

Today, Sarah is an integral part of the CahillNXT team, where she focuses on the evolving intersection of technology and law. She thrives on the challenge of navigating new technological frontiers and collaborating with clients to address the unique opportunities and risks in this ever-changing landscape. “Blockchain technology is changing the world in ways we’re only beginning to understand,” Sarah shares, “and I’m excited to be part of shaping that future.”

As a mentor, Sarah is deeply committed to fostering an entrepreneurial mindset in others. She encourages her colleagues to embrace challenges with curiosity and bravery, values that have guided her own success. Known for her exceptional organization and drive, Sarah is a natural leader who inspires those around her to aim higher and think differently.

Sarah joined the Cahill partnership in 2024 as part of the inauguration of CahillNXT, the digital assets and emerging technology practice at Cahill. Her advice to those following in her footsteps is simple but profound: be curious and brave. It’s a philosophy that has carried her from Shanghai to the forefront of corporate law, and one that she continues to embody every day.

Cahill 2L Diversity Fellowship

As part of Cahill's deep commitment to diversity, we are pleased to offer a 2L Diversity Fellowship, which is open to law students who have a demonstrated commitment to promoting diversity and inclusion in the legal profession and their communities more broadly. At Cahill, we are proud of our inclusive environment where attorneys of varying backgrounds and diverse perspectives are valued and celebrated.

Fellowship applications will be reviewed annually on a rolling basis. To learn more, click here. 



Women's Initiatives Committee Update

WIC Promoted Women Attorneys Lunch

On January 30, the Women's Initiatives Committee hosted a lunch at Delmonico's in celebration of our recently promoted women attorneys. Juliana Obregon, promoted to Partner, and Alexa Kaminsky, promoted to Counsel, were honored. Meghan McDermott and Beth Yahl gave remarks about Juliana and Alexa's respective backgrounds, personal and professional accomplishments, and the qualities that they bring to our Firm's leadership. The Women's Initiatives Committee congratulates our honorees, and we look forward to witnessing their continued success and achievements at the Firm.

Cahill Sponsors Womankind Worldwide Gala Annual Dinner and Auction

On February 29, Cahill proudly sponsored the Womankind Worldwide's Annual Gala Dinner and Auction. The event celebrated International Women's Day and raise crucial funds in support of women's rights organizations and movements by providing the tools and resources needed to change the lives of women – in the home, the workplace, and the communities where they live. Womankind Worldwide is a global women's rights organization founded in 1989 that works in partnership with women's rights organizations and movements to transform the lives of women and girls.

Cahill Sponsors the New York Women's Foundation's 2024 Celebrating Women Breakfast

On May 8, Cahill was proud to sponsor the 2024 Celebrating Women Breakfast hosted by The New York Women's Foundation (NYWF). Cahill partners Helene Banks, Megan McDermott, Juliana Obregon, and Beth Yahl attended the event. This year's event paid tribute to exceptional women leaders whose vision, tenacity, and wisdom have transformed communities and society for the better. The breakfast is an annual gathering to celebrate and uplift the collective work to create an equitable and just future for all women and girls.

SPOTLIGHT ON



Mark Loftus

Mark Loftus was born in Iowa City, Iowa, a UNESCO city of literature, and spent the first decade of his life there. In the middle of fifth grade, his family made the move to Oklahoma City, Oklahoma. He enjoyed growing up with his two older brothers and younger sister. Unsurprisingly, Mark was involved in many activities throughout his childhood, including soccer, theatre, and wrestling. He also liked to read, as many fellow lawyers may relate to. Oklahoma, though charming in its own way, did not have many new and unique experiences for him growing up, and Mark looks forward to raising his kids in New York, where there are more opportunities for kids to explore, and something new is always happening.

Right before his senior year of high school, Mark moved to Philadelphia, Pennsylvania, which broke his streak of living in cities sharing the same name as their respective states. Mark credits his various moves for his skills in making new friends, which is evident to anyone who has run into him during his walks around the office. Philadelphia made a great impression and, after graduating high school, Mark decided to stay a little longer by attending the University of Pennsylvania. At Penn, he majored in History and minored in English and honed his networking skills by joining a fraternity.

In an alternate universe after college, Mark would have found a job in California, purchased a motorcycle and cruised down the breezy Pacific Coast Highway. Instead, Mark graduated college in the midst of an economic crisis and

moved to Martha's Vineyard to work at a family-owned sunglasses shop called Summer Shades that he still visits from time to time. While on the Massachusetts island, Mark decided to take the LSAT. At the end of his coastal summer, he moved back to Philadelphia to study and take the exam that would eventually lead him to Cahill.

In search of sunnier weather and a break from the northeast, Mark headed south and attended Duke University School of Law, where he graduated *cum laude*. After his time in law school, Mark decided he wanted to do corporate work as he was interested in finance. What better place than Cahill? He also thought he would fit in with the people he met, as they seemed to be reasonable and practical.

At Cahill, Mark works on a variety of corporate matters and currently serves as the Co-Chair of Cahill's Summer Associate Program.. He is also the partner advisor for the Hispanic/Latinx Lawyers group and is committed to supporting Cahill's diversity initiatives. He appreciates that each deal is different enough that he is always learning something new and improving his skills and judgment. Having to constantly improve means that he always finds the work interesting. In 2023, Mark made partner and is very proud of the vote of confidence the firm made by promoting him. He also got to channel his early theatre skills in the new partner skit at the 2023 holiday party.

Summer Associate Diversity Events

Welcome Event for Women Summer Associates

Cahill's Women's Initiatives Committee hosted a welcome reception to celebrate the arrival of the new women summer associates. Tammy Roy warmly welcomed the group and the associate mentors introduced each of our women summer associates. Everyone enjoyed mingling and getting to know one another at Bar Tontine in The Wall Street Hotel.

ACLU Annual Cocktail Reception

On June 11, Cahill sponsored the ACLU's annual cocktail reception, which celebrated the beauty and pride of the fight against aggressive legislative attacks aimed at eroding the rights of LGBTQ+ individuals. This event was attended by members of our summer associate class. After the reception, partner Sean Davis also hosted a dinner for the group.



COMMUNITY Outreach

Lambda Legal

Cahill was a proud sponsor of Lambda Legal's 2024 National Liberty Awards Dinner, which was held on May 30 and honored former U.S. Attorney General, the Honorable Eric H. Holder, Jr. Lambda Legal is the world's largest and most successful impact litigation team focused on their mission to achieve equality for LGBTQ+ people and everyone living with HIV.



NAACP Legal Defense and Educational Fund, Inc.

Cahill was a proud sponsor of the 2024 NAACP Legal Defense and Educational Fund's (LDF) National Equal Justice Award Dinner on May 16, which celebrated the 70th anniversary of *Brown v. Board of Education*. The NAACP LDF is America's premier legal organization fighting for racial justice and the Annual National Equal Justice Awards Dinner celebrates individuals who are driven by the same principles of equality and justice that guide LDF's efforts.



Sanctuary for Families

In August 2024, Cahill partner Joel Kurtzberg and associates Scott B. Singer, Jessica N. Urgo, Lisa J. Cole, Rania AlRashoodi, Chana Tauber, Joseph Adams, and Brigid E. O'Keefe reached a remarkable settlement in the case of *Golan v. Saada*, which resolved a six-year custody battle that reached the United States Supreme Court and awarded our client sole physical and legal custody of the subject child.

Our client, a maternal aunt, is the caretaker of a young boy with special needs who fled Italy to America with his now-deceased mother as an infant, seeking refuge from his abusive biological father. The father petitioned a federal court in Brooklyn to return the child to Italy under the Hague Convention on the Civil Aspects of International Child Abduction, leading to a complex multi-year litigation with cases pending in three locations: federal court (for the Hague case), New York State Family Court (for custody/visitation/orders of protection), and in Italy (for custody/visitation/orders of protection). The team continues to litigate child support for the child in Kings County Family Court.

In another matter in October 2024, Cahill partner Joel Kurtzberg and associates John Overlander and Kayla Gebhardt successfully argued in a written summation following a 10-day trial that a supervised visitation agreement between our client's child and the child's father was in the child's best interest.

The Bronx Family Court had previously granted our client sole legal and physical custody of their child, but remained silent on the issue of the father's visitation rights. The father then petitioned the Court, seeking unsupervised visits with their child. The Court then determined that a supervised visitation agreement was in the best interest of the child, citing the father's history of violent and abusive conduct including domestic violence and crimes against children. The Court also determined that once the child turns 14, the visits could transition to community-based visits, subject to the expressed wishes of the child.



National Women's Law Center

Cahill has been named to the National Women's Law Center (NWLC) Pro Bono Honor Roll in recognition of the firm's exceptional contributions in the 2023-2024 fiscal year.

The Pro Bono Honor Roll is a special designation given only to NWLC's most exemplary pro bono partners.

Cahill worked in partnership with NWLC to file an amicus brief on behalf of four members of Congress to reverse a ruling that blocks the enforcement of the Pregnant Workers Fairness Act. Our clients' position has broad bipartisan support, with briefs having been filed by Republican and Democrat members alike.

Earlier in the year, Cahill also filed an amicus brief on behalf of the National Women's Law Center, the D.C. Coalition Against Domestic Violence, DV Leap – A Project of Network for Victim Recovery of D.C., and ten other individual and organizational survivor advocates, which focused on the importance of anti-SLAPP (Strategic Lawsuit Against Public Participation) statutes – with their limitations on discovery and potential for attorney's fees awards – for survivors of gender-based violence, explaining that survivors are often sued by their abusers for defamation (and other torts) as retaliation after they speak out, or are threatened with a lawsuit to prevent them from speaking out.



Cahill Files Amicus Brief on Behalf of the National Women's Law Center and Other Survivor Advocates

On April 15, partner Landis Best and associates Brit Foerter and Lisa Cole filed an amicus brief in the D.C. Court of Appeals in an en banc proceeding on behalf of the National Women's Law Center, the D.C. Coalition Against Domestic Violence, DV Leap – A Project of Network for Victim Recovery of D.C., and ten other individual and organizational survivor advocates in *Banks v. Hoffman*, 301 A.3d 685 (D.C. 2023), reh'g en banc granted, opinion vacated, 308 A.3d 201 (D.C. 2024). This case involves D.C.'s anti-SLAPP (Strategic Lawsuit Against Public Participation) law, and whether the provision of the law that limited discovery during an anti-SLAPP motion to dismiss violated D.C.'s Home Rule Act. Writing in support of Defendants/Appellees, the amicus brief focused on the importance of anti-SLAPP statutes – with their limitations on discovery and potential for attorney's fees awards – for survivors of gender-based violence, explaining that survivors are often sued by their abusers for defamation (and other torts) as retaliation after they speak out, or are threatened with a lawsuit to prevent them from speaking out.

Women's Initiatives Committee Back to School Supply Drive

In partnership with The Legal Aid, the Women's Initiatives Committee hosted a drive to support local families in need of school supplies.



The Asian American Legal Defense and Education Fund Annual Cocktail Party

On June 17, Cahill sponsored the AALDEF annual cocktail party at 230 5th Ave as a member of the Summer Event Committee. This event was attended by members of our ASMENA Affinity Group and summer associates.

ANIM

In 2021, a team of Cahill lawyers began helping Afghanistan's national youth orchestra (ANIM) escape Afghanistan as the Taliban retook power. ANIM and its founder, Dr. Ahmad Sarmast, are champions of traditional Afghan music and girls' education in Afghanistan, where both are now forbidden by the Taliban. Cahill continues to guide ANIM in resuming its work in Portugal while they remain in exile. In August, ANIM



returned to the U.S., and Cahill was the lead sponsor supporting a performance at Carnegie Hall. At the end of the performance, with ANIM's students standing with him, Dr. Sarmast thanked Cahill for our support and steadfast pro bono guidance, which was met with a roaring round of applause.

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