

4 KEY TAKEAWAYS

Asian Pacific Islander Heritage Month

In honor of Asian-Pacific Islander American Heritage Month, Kilpatrick Townsend hosted a discussion highlighting the unique perspective of Asian-Pacific Islander Americans in Big Law. Kilpatrick Townsend participants shared takeaways from the session:

1

Visibility is a critical part of career advancement. Doing good work isn't always enough to get ahead. It helps to have people know you outside of your work product.

Have the courage to be your authentic self at work. This may help to break down stereotypes, make you more memorable and relatable, and is a lot easier than hiding or trying to be someone else.

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Inclusion can be difficult because people gravitate towards those who are similar to themselves (to the exclusion of others), but this can be overcome by asking questions of and making an effort to listen to colleagues who are different than the majority.

Diverse attorneys sometimes leave the law or feel devalued when they are not given appropriate credit for client development or when they are excluded from significant opportunities to do billable work for clients they helped to bring in the door. Law firms can help avoid these situations by considering diversity in client succession planning and providing diverse associates with opportunities for meaningful client interaction, such as through secondments.

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