

MultiCultural Law

The Magazine
for Diversity
in the Legal
Profession

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2005 Edition

DIVERSITY ADVOCATE

Ken Standard: Going Beyond Tradition to Drive Diversity at Epstein Becker & Green

By Meta J. Mereday

Ken Standard, partner at Epstein Becker & Green, P.C., is the chair of the firm's Diversity Committee. Epstein Becker & Green, P.C. is a general practice law firm with approximately 350 lawyers in 11 offices nationwide. "We realize that as we focus on increasing our diverse client base we also need to ensure we continue our efforts to maintain our diverse professional and support staff," says Standard, who at the time of this interview was preparing to lead a partners' meeting in Washington, D.C., to work on diversity strategies. "A major goal is to increase the number of our minority attorneys and to help them and all of our lawyers and other employees succeed at the firm. The commitment to these goals by firm leadership is evident with partner Ronald M. Green and George P. Sape, national managing partner, participating in this meeting."

Standard views diversity as encompassing gender, race, ethnicity, disability, and sexual orientation in addition to geographic and economic factors. "At Epstein Becker, diversity is of highest priority. Our commitment is to ensure that our environment allows each individual to develop to his or her own full potential."

From his ethnically diverse background as a native of Brooklyn, New York, to his experiences while at Harvard Law School where he was the only African American to graduate in a class of almost 550, the importance of inclusion is obvious. "When I graduated, practice opportunities were limited for me. My career began at the SEC, but several years later I entered the private sector. Decades later, I came to Epstein Becker, recognizing its commitment to diversity and equal opportunity and to



Ken Standard, partner at Epstein Becker & Green, P.C., and the chair of the firm's Diversity Committee

excellent client service."

The firm's Diversity Committee includes at least one partner from each of Epstein Becker's 11 offices, each of which also has a local Diversity Committee composed of at least one partner and one associate from smaller offices and two of each from larger offices. "I travel regularly to all offices, meeting with local diversity committees and all lawyers and staff in each office," says Standard. Mentoring also is a key item for Standard, whose public service work reflects his own commitment to diversity in the profession. As president of the New York State Bar Association, for example, he chairs a committee, looking at issues that continue to impede diversity in the profession.

"Although the number of women has increased dramatically, we are not having the same success with racial and ethnic minorities in the profession. This must be addressed," he says. Standard is a member of the American Bar Association's Commission on Racial and Ethnic

Diversity in the Profession. "Epstein Becker's generosity in allowing me time for public service and its asking me to chair our Diversity Committee underline its continued commitment to maintain and increase our diversity as we deliver high-quality services to diverse clients in the United States and abroad," says Standard. ★

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The 2005 Top 100 Law Firms for Diversity

- 1 SHEARMAN & STERLING
- 2 CRAVATH, SWAINE & MOORE
- 3 DEBEVOISE & PLIMPTON
- 4 CLEARY GOTTlieb STEEN & HAMILTON
- 5 EPSTEIN BECKER & GREEN
- 6 FENWICK & WEST
- 7 MORRISON & FOERSTER
- 8 DAVIS POLK & WARDWELL
- 9 BINGHAM MCCUTCHEN
- 10 SONNENSCHNEN NATH & ROSENTHAL
- 11 ROPES & GRAY
- 12 BAKER & MCKENZIE
- 13 PAUL, WEISS, RIFKIND, WHARTON & GARRISON
- 14 POWELL GOLDSTEIN
- 15 WILMER CUTLER PICKERING HALE AND DORR
- 16 ARNOLD & PORTER
- 17 WILLKIE FARR & GALLAGHER
- 18 SIMPSON THACHER & BARTLETT
- 19 WILSON SONSINI GOODRICH & ROSATI
- 20 LOWENSTEIN SANDLER
- 21 SCHULTE ROTH & ZABEL
- 22 KIRKPATRICK & LOCKHART NICHOLSON GRAHAM
- 23 HELLER EHRMAN WHITE & MCAULIFFE
- 24 KING & SPALDING
- 25 TIE SHAW PITTMAN
TIE FAEGRE & BENSON
- 26 LATHAM & WATKINS
- 27 DEWEY BALLANTINE
- 28 HOGAN & HARTSON
- 29 GARDNER CARTON & DOUGLAS
- 30 PAUL, HASTINGS, JANOFSKY & WALKER
- 31 PHELPS DUNBAR
- 32 STRASBURGER & PRICE
- 33 IRELL & MANELLA
- 34 DICKSTEIN SHAPIRO MORIN & OSHINSKY
- 35 ICE MILLER
- 36 THACHER PROFFITT & WOOD
- 37 DAY, BERRY & HOWARD
- 38 CROWELL & MORING
- 39 TIE GOULSTON & STORRS
TIE PALMER & DODGE
- 40 HUGHES HUBBARD & REED
- 41 CHADBOURNE & PARKE
- 42 GIBSON, DUNN & CRUTCHER
- 43 MANATT, PHELPS & PHILLIPS
- 44 DAVIS WRIGHT TREMAINE
- 45 AKIN GUMP STRAUSS HAUER & FELD
- 46 LEWIS BRISBOIS BISGAARD & SMITH
- 47 SUTHERLAND ASBILL & BRENNAN
- 48 SHEPPARD MULLIN RICHTER & HAMPTON
- 49 CARLTON FIELDS
- 50 MORGAN LEWIS & BOCKLUS
- 51 BAKER BOTTS
- 52 DLA PIPER RUDNICK GRAY CARY
- 53 AKERMAN SENTERFITT
- 54 REED SMITH
- 55 BUCHANAN INGERSOLL
- 56 KATTEN MUCHIN ROSENMAN
- 57 WINSTON & STRAWN
- 58 SWIDLER BERLIN
- 59 DORSEY & WHITNEY
- 60 TIE LANE POWELL
TIE SQUIRE, SANDERS & DEMPSEY
- 61 HOLLAND & KNIGHT
- 62 MAYER, BROWN, ROWE & MAW
- 63 THELEN REID & PRIEST
- 64 HAYNES AND BOONE
- 65 KAYE SCHOLER
- 66 MARSHALL, DENNEHEY, WARNER, COLEMAN & GOGGIN
- 67 HUNTON & WILLIAMS
- 68 GREENBERG TRAUIG
- 69 MCCARTER & ENGLISH
- 70 TIE FISH & RICHARDSON
TIE COZEN O'CONNOR
- 71 TIE CHOATE, HALL & STEWART
TIE RUDEN MCCLOSKEY
- 72 MILES & STOCKBRIDGE
- 73 PERKINS COIE
- 74 NUTTER MCCLENNEN AND FISH
- 75 MCGUIRE WOODS
- 76 BAKER & HOSTETTLER
- 77 BUTZEL LONG
- 78 TIE DRINKER BIDDLE & REATH
TIE DYKEMA GOSSETT
- 79 COVINGTON & BURLING
- 80 CADWALDER, WICKERSHAM & TAFT
- 81 KILPATRICK STOCKTON
- 82 VINSON & ELKINS
- 83 QUARLES & BRADY
- 84 TIE BAKER DONELSON BEARMAN CALDWELL
& BERKOWITZ
TIE WOMBLE CARLYLE SANDRIDGE AND RICE
- 85 THOMPSON & KNIGHT
- 86 SCHIFF HARDIN
- 87 PATTON BOGGS
- 88 SAUL EWING
- 89 TAFT, STETTINIUS & HOLLISTER
- 90 LORD, BISSELL & BROOK
- 91 WILEY REIN & FIELDING
- 92 GIBBONS, DEL DEO, DOLAN, GRIFFINGER & VECCHIONE
- 93 MICHAEL BEST & FRIEDRICH
- 94 BAKER & DANIELS
- 95 PORTER, WRIGHT, MORRIS & ARTHUR
- 96 DICKINSON WRIGHT
- 97 PLUNKETT & COONEY
- 98 BLANK ROME
- 99 STITES & HARBISON
- 100 FOLEY & LARDNER

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The 2005 Top 50 Law Firms for Partners

1 EPSTEIN BECKER & GREEN

2 GARDNER CARTON & DOUGLAS

3 IRELL & MANELLA

4 AKERMAN SENTERFITT

5 LANE POWELL

6 FISH & RICHARDSON

7 MARSHALL, DENNEHEY, WARNER, COLEMAN & GOGGIN

8 WILSON SONSINI GOODRICH & ROSATI

9 SONNENSCHN NATH & ROSENTHAL

10 SHAW PITTMAN

11 GOULSTON & STORRS

12 STRASBURGER & PRICE

13 CLEARY GOTTLLIEB STEEN & HAMILTON

14 LEWIS BRISBOIS BISGAARD & SMITH

15 MORRISON & FOERSTER

16 POWELL GOLDSTEIN

17 BAKER & MCKENZIE

18 DAVIS WRIGHT TREMAINE

19 HOGAN & HARTSON

20 FENWICK & WEST

21 WILMER CUTLER PICKERING HALE AND DORR

22 DAVIS POLK & WARDWELL

23 MANATT, PHELPS & PHILLIPS

24 BINGHAM MCCUTCHEN

25 HAYNES AND BOONE

26 Tie REED SMITH
Tie CARLTON FIELDS

27 SWIDLER BERLIN

28 BRIGGS AND MORGAN

29 FAEGRE & BENSON

30 HELLER EHRMAN WHITE & MCAULIFFE

31 KATTEN MUCHIN ROSENMAN

32 AKIN GUMP STRAUSS HAUER & FELD

33 THELEN REID & PRIEST

34 BUTZEL LONG

35 QUARLES & BRADY

36 BAKER DONELSON BEARMAN CALDWELL
& BERKOWITZ

37 Tie ADAMS AND REESE
Tie ICE MILLER

38 GREENBERG TRAUIG

39 SHEPPARD MULLIN RICHTER & HAMPTON

40 HOLLAND & KNIGHT

41 RUDEN MCCLOSKEY

42 SQUIRE, SANDERS & DEMPSEY

43 THOMPSON & KNIGHT

44 Tie PALMER & DODGE
Tie PLUNKETT & COONEY

45 DICKINSON WRIGHT

46 ARNOLD & PORTER

47 WINSTON & STRAWN

48 KING & SPALDING

49 LATHAM & WATKINS

50 BUCHANAN INGERSOLL

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The 2005 Top 50 Law Firms for Associates

- | | |
|---|---|
| 1 BAKER & MCKENZIE | 26 MILES & STOCKBRIDGE |
| 2 SHEARMAN & STERLING | 27 HELLER EHRMAN WHITE & MCAULIFFE |
| 3 FAEGRE & BENSON | 28 DYKEMA GOSSETT |
| 4 CARLTON FIELDS | 29 HOLLAND & KNIGHT |
| 5 EPSTEIN BECKER & GREEN | 30 STRASBURGER & PRICE |
| 6 SONNENSCHN NATH & ROSENTHAL | 31 CHADBOURNE & PARKE |
| 7 DEBEVOISE & PLIMPTON | 32 WILMER CUTLER PICKERING HALE AND DORR |
| 8 KIRKPATRICK & LOCKHART NICHOLSON GRAHAM | 33 PERKINS COIE |
| 9 DAY, BERRY & HOWARD | 34 PHELPS DUNBAR |
| 10 LINDQUIST & VENNUM | 35 DLA PIPER RUDNICK GRAY CARY |
| 11 CRAVATH, SWAINE & MOORE | 36 DAVIS POLK & WARDWELL |
| 12 POWELL GOLDSTEIN | 37 THELEN REID & PRIEST |
| 13 CROWELL & MORING | 38 BUTZEL LONG |
| 14 LOWENSTEIN SANDLER | 39 REED SMITH |
| 15 DAVIS WRIGHT TREMAINE | 40 KAYE SCHOLER |
| 16 TIE FENWICK & WEST
TIE MORRISON & FOERSTER | 41 GARDNER CARTON & DOUGLAS |
| 17 CLEARY GOTTLIEB STEEN & HAMILTON | 42 DORSEY & WHITNEY |
| 18 BINGHAM MCCUTCHEN | 43 DICKSTEIN SHAPIRO MORIN & OSHINSKY |
| 19 SHAW PITTMAN | 44 TIE SCHIFF HARDIN
TIE CHOATE, HALL & STEWART |
| 20 GOULSTON & STORRS | 45 WILLKIE FARR & GALLAGHER |
| 21 ROPES & GRAY | 46 WINSTON & STRAWN |
| 22 ARNOLD & PORTER | 47 RUDEN MCCLOSKEY |
| 23 TAFT, STETTINIUS & HOLLISTER | 48 PAUL, HASTINGS, JANOFSKY & WALKER |
| 24 HOGAN & HARTSON | 49 PAUL, WEISS, RIFKIND, WHARTON & GARRISON |
| 25 MANATT, PHELPS & PHILLIPS | 50 PALMER & DODGE |

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The 2005 Top 50 Law Firms for Women

- | | |
|---|--|
| 1 DEBEVOISE & PLIMPTON | 27 STRASBURGER & PRICE |
| 2 CLEARY GOTTlieb STEEN & HAMILTON | 28 ARNOLD & PORTER |
| 3 POWELL GOLDSTEIN | 29 DEWEY BALLANTINE |
| 4 DAVIS POLK & WARDWELL | 30 LOWENSTEIN SANDLER |
| 5 ICE MILLER | 31 GIBSON, DUNN & CRUTCHER |
| 6 WILMER CUTLER PICKERING HALE AND DORR | 32 MORGAN LEWIS & BOCKLUS |
| 7 EPSTEIN BECKER & GREEN | 33 DRINKER BIDDLE & REATH |
| 8 BINGHAM MCCUTCHEN | 34 TIE LEWIS BRISBOIS BISGAARD & SMITH
TIE HELLER EHRMAN WHITE & MCAULIFFE
TIE SUTHERLAND ASBILL & BRENNAN
TIE HUGHES HUBBARD & REED |
| 9 TIE PAUL, WEISS, RIFKIND,
WHARTON & GARRISON
TIE KING & SPALDING | 35 DLA PIPER RUDNICK GRAY CARY |
| 10 SONNENSCHN EIN NATH & ROSENTHAL | 36 BAKER & MCKENZIE |
| 11 FAEGRE & BENSON | 37 WINSTON & STRAWN |
| 12 WILLKIE FARR & GALLAGHER | 38 FENWICK & WEST |
| 13 HOGAN & HARTSON | 39 DAY, BERRY & HOWARD |
| 14 ROPES & GRAY | 40 CHADBOURNE & PARKE |
| 15 SHEARMAN & STERLING | 41 CHOATE, HALL & STEWART |
| 16 PALMER & DODGE | 42 SHEPPARD MULLIN RICHTER & HAMPTON |
| 17 PHELPS DUNBAR | 43 TIE KIRKPATRICK & LOCKHART
NICHOLSON GRAHAM
TIE DYKEMA GOSSETT |
| 18 PAUL, HASTINGS, JANOFSKY & WALKER | 44 MANATT, PHELPS & PHILLIPS |
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| 21 CROWELL & MORING | 47 NUTTER MCCLENNEN AND FISH |
| 22 MORRISON & FOERSTER | 48 GOULSTON & STORRS |
| 23 SIMPSON THACHER & BARTLETT | 49 ADAMS AND REESE |
| 24 CRAVATH, SWAINE & MOORE | 50 TAFT, STETTINIUS & HOLLISTER |
| 25 KATTEN MUCHIN ROSENMAN | |
| 26 LATHAM & WATKINS | |

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The 2005 Top 25 Law Firms for African Americans

- 1** POWELL GOLDSTEIN
- 2** PHELPS DUNBAR
- 3** EPSTEIN BECKER & GREEN
- 4** KILPATRICK STOCKTON
- 5** DICKSTEIN SHAPIRO MORIN & OSHINSKY
- 6** KING & SPALDING
- 7** CLEARY GOTTlieb STEEN & HAMILTON
- 8** GIBBONS, DEL DEO, DOLAN, GRIFFINGER & VECCHIONE
- 9** OGLETREE, DEAKINS, NASH, SMOAK & STEWART
- 10** ALSTON & BIRD
- 11** ARNOLD & PORTER
- 12** HUGHES HUBBARD & REED
- 13** PAUL, WEISS, RIFKIND, WHARTON & GARRISON
- 14** DICKINSON WRIGHT
- 15** DEBEVOISE & PLIMPTON
- 16** CARLTON FIELDS
- 17** TIE CRAVATH, SWAINE & MOORE
TIE MCGUIREWOODS
- 18** SONNENSCHN NATH & ROSENTHAL
- 19** SIMPSON THACHER & BARTLETT
- 20** DAVIS POLK & WARDWELL
- 21** BAKER DONELSON BEARMAN CALDWELL & BERKOWITZ
- 22** AKIN GUMP STRAUSS HAUER & FELD
- 23** PORTER, WRIGHT, MORRIS & ARTHUR
- 24** TIE SHAW PITTMAN
TIE GARDNER CARTON & DOUGLAS
- 25** ADAMS AND REESE