

Kaufman Dolowich Attorneys Provide Unique Insight Into Their Career Journey to Becoming Partner, May 1, 2023



Kaufman Dolowich partners recently presented a virtual program entitled "Pathways to Partnership" for the Firm's coast to coast attorneys. The panel presentation was sponsored by the Firm's Diversity and Inclusion Committee. It was moderated by Katherine S. Catlos Partner and Chief Diversity & Inclusion Officer.

Partner Iram Valentin, co-chair of our professional liability practice group, and partners Marianne Taleghani, Juan Camacho, and Kevin Yombor shared their personal journeys to becoming partners and provided inspirational insights. Katherine Catlos discussed the firm's growth and progress in providing opportunities for the development and advancement of attorneys. She also discussed the Firm's commitment to the Mansfield Rule, a rigorous certification program, which guides the Firm's diversity and inclusion efforts, including transparency around the criteria to become a partner at Kaufman Dolowich.

Each of the panelists talked about how their backgrounds helped them prepare to become partners at the Firm. Iram talked about the experience he faced growing up in East Harlem and the South Bronx; Marianne discussed how her family emigrating from the Philippines helped build character and instill a strong work ethic; Juan discussed how growing up in a military family and moving frequently helped shape him; and Kevin discussed his journey from Michigan to Florida and how critical networking and making impactful connections helped his journey. The diverse stories showed each person's journey to partnership does not have to fit within a certain mold.

Some keen advice that came out during the discussion included the importance of working hard, being humble and respectful, getting out of your comfort zone and creating connections both in the overall community and legal community. Also knowing how to balance and prioritize time and being willing to ask for help when needed are all critical skills. Each panelist brought a unique perspective that could help guide colleagues as they pursue their own possible path to partnership.