



JENNER & BLOCK

# EQUAL TIME

DIVERSITY AND INCLUSION  
ANNUAL REPORT 2020-2021



**This year marks the 20th anniversary of our annual diversity report, *Equal Time*, which started out as an eight-page newsletter celebrating our LGBTQ lawyers. Today *Equal Time* is a comprehensive report on the firm's diversity, equity, and inclusion efforts that also highlights the talents and accomplishments of our diverse lawyers.**

We are committed to building an inclusive firm where everyone can contribute to our efforts towards greater equality and access to justice. Our commitment to diversity, equity, and inclusion is reflected in the leadership of the firm and our various initiatives.

People of color, women, and LGBTQ partners serve in greater numbers on our Policy and Management Committees, and they lead many of our key practice groups. And in 2020 we launched a program pairing every Black lawyer at the firm with a Management or Policy Committee sponsor. Each pair receives sponsor/protégé training, and overall the

program has been very well received. Twenty Black lawyer protégés and 20 Management and Policy Committee sponsors are actively participating. We are expanding the program to a larger pool of diverse lawyers in 2021.

This edition of *Equal Time* features a look back at the last 20 years at the firm. The timeline illustrates how far we have come, and provides perspective on how much more we have to do. It also includes stories about our 2021 Diversity Dinner with US Senator Cory Booker and our Diversity Speaker Series – with our pro bono client Sarah Collins Rudolph, who as a young girl survived the 1963 bombing of the

Sixteenth Street Baptist Church in Birmingham, Alabama; activist Maggie Anderson; Asian Americans Advancing Justice President and Executive Director John Yang; equality advocate Michelle King; and writer Chad Sanders.

We hope you enjoy reading the report and learning more about our diverse team of lawyers and initiatives. Diversity, equity, and inclusion is one of our core values. It is not only a moral imperative and the right thing to do, but a key business imperative; diverse teams generate better solutions for our clients.



KATYA  
JESTIN  
Co-Managing Partner



RANDY  
MEHRBERG  
Co-Managing Partner

48%

of our Management  
Committee are women, lawyers  
of color, or LGBTQ lawyers

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39%

of practice group leaders  
are women, lawyers of  
color, or LGBTQ lawyers

---

56%

of Jenner & Block  
associates are women

25%

of Jenner & Block associates  
are racially diverse

4%

of newly elevated partners have identified as openly LGBTQ in the past three years

33%

of Jenner & Block's Policy Committee are women

37%

of newly elevated partners over the past three years have been lawyers of color

48%

of newly elevated partners have been women over the past three years

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# LGBTQ INCLUSION AT JENNER & BLOCK

Jenner & Block's commitment to LGBTQ communities is longstanding. Even before the publication of the *Equal Time: LGBT Community Service* newsletter 20 years ago, we have worked to promote and support diversity in the workplace, in the profession, and in society as a whole. However, with the proliferation of discrimination and violence against LGBTQ communities, we recognize that the struggle is not over. We are seeing an unprecedented onslaught of anti-LGBTQ bills in state legislatures around the US, many of which have already become law, and rising hate crimes against transgender individuals, especially trans women of color.

Our lawyers have long been leaders advocating for the civil rights of LGBTQ communities. And we will continue to support LGBTQ rights through pro bono litigation and other legal work, and through informative discussions and events such as those described below.

## LGBTQ CULTURAL COMPETENCY: WHAT EVERY LAWYER NEEDS TO KNOW

The legal profession continues to maintain significant gaps in LGBTQ inclusion, according to the 2020 NALP Report on Diversity in US Law Firms. The June 2020 Supreme Court *Bostock* decision has made addressing this problem even more relevant. As part of Jenner & Block's annual CLE Relay, on June 11, we hosted more than 200 attendees who were given the tools necessary to create meaningful change in the legal profession to help close those gaps. Presented by an openly transgender lawyer with a background in transgender rights litigation, the program provided an intersectional approach to increasing fluency in matters related to sexual orientation, gender identity, and gender expression, and inspire allies into practical action. With an introduction by Co-Managing Partner [Randy Mehrberg](#), the presenters included M. Dru Levasseur, Director of Diversity, Equity, and Inclusion at The National LGBTQ Bar Association, Partners [Ali Arain](#), [Matt Cipolla](#), and [Lindsay Harrison](#), and Associate [Andrew Plague](#).



## LET'S GET BRAVE TOGETHER: COURAGEOUS CONVERSATIONS ABOUT GENDER IDENTITY AND EXPRESSION

On June 24, the firm's LGBTQ Forum hosted a discussion featuring Avery Belyeu, the Regional Director for the South Central Region of Lambda Legal which is a national organization

committed to achieving full recognition of the civil rights of lesbian, gay, bisexual, transgender, and non-binary individuals, and those living with HIV through impact litigation, education, and public policy work. The conversation with Avery focused on the differences between gender, gender identity, and gender expression; how to be an ally; and how to cultivate a more inclusive environment. Associates [Sarah Norman](#) and [Manny Possolo](#) moderated the talk. Avery has trained thousands of professionals across the legal, higher education, and corporate sectors to create cultures of bravery and belonging that welcome and affirm all people, including LGBTQ individuals.

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## LGBTQ FORUM AFFINITY GROUP HOSTS 2021 PRIDE MONTH REUNION

Celebrated in June to recognize the 1969 Stonewall riots, Pride Month honors LGBTQ communities, including the leadership of trailblazers like Marsha P. Johnson, Harvey Milk, and Brenda Howard, and reminds us of the work that remains to be done to advance equality. On June 23, the firm's LGBTQ Forum Affinity Group hosted its current members and alumni for the 2021 Pride Month Reunion. The virtual event connected our LGBTQ lawyers with our alumni from all offices whose legacies have contributed greatly to our firm's diverse culture over the years.

# EQUAL TIME THROUGH THE YEARS

In 2001, Jenner & Block produced our very first diversity and inclusion-focused publication as the *Equal Time: LGBT Community Service* newsletter. It is thought to have been the first of its kind in the legal community that specifically celebrated LGBTQ lawyers and their achievements.

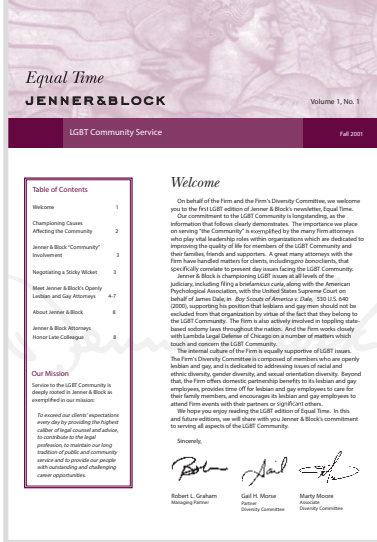
During the past 20 years, *Equal Time* expanded to be three different newsletters – *Focus on Diversity*, *LGBT Community Service*, and *Women in Focus* – that shined a bright light on the talents and accomplishments of our lawyers of color, LGBTQ lawyers, and women lawyers. In 2018, we brought those newsletters together into one comprehensive report to highlight the intersectionality of the firm’s inclusion efforts. From stories about our work in landmark decisions such as *Lawrence v. Texas* to profiles on pioneering women of the bar like Joan Hall to coverage of our Diversity Speaker Series, each newsletter or report provided insight into Jenner & Block’s storied history.

The following pages showcase just a few of the stories that were highlighted over the years. As we reflect on them, we stand together committed to making positive and meaningful change in our world.



*Courtney Carter*

**COURTNEY CARTER**  
DIRECTOR OF DIVERSITY  
AND INCLUSION, JENNER & BLOCK



## LGBT 2001

The welcome letter from the very first issue of *Equal Time LGBT Community Service*.

2001

2002

2003



## WOMEN IN FOCUS 2002

"Jenner & Block's Pioneering Partner" Joan Hall is featured in the first *Equal Time: Women in Focus* newsletter.



## LGBT 2003

Former partner William Hohengarten, who was part of the firm's *Lawrence v. Texas* team, provided a personal perspective on the landmark US Supreme Court victory that found laws criminalizing sodomy unconstitutional.



## WOMEN IN FOCUS 2003

In August 2002, the firm became the first Chicago-based law firm to win the National Association of Women Lawyers President's Award for our longtime commitment to women in the legal industry.

# Women's Forum

## WOMEN IN FOCUS 2003

The firm announces the creation of the Women's Forum to honor, support, and advance the careers of our women lawyers.

2003

2004

2005



## FOCUS ON DIVERSITY 2004

In July 2003, then-state senator Barack Obama delivered the keynote address at the firm's annual Diversity Dinner, telling the audience that "diversity is an engine toward excellence, not an impediment" and that "we grow by learning to look at the world through different lenses."



## WOMEN IN FOCUS 2005

Jenner & Block was one of nine original signatories of the Chicago Bar Association Alliance for Women's "Call to Action," challenging Chicago law firms to increase the number of female partners and to appoint more women to all leadership positions by 2008.



## LGBT 2005

Jenner & Block becomes the first Chicago-based law firm and only the fourth nationwide to earn a 100% rating in the Human Rights Campaign's Corporate Equality Index. The firm has received a perfect score each year since.



## FOCUS ON DIVERSITY 2006

Partner Reggie Hill earned recognition from *Chicago Lawyer* as part of its “10 Taking Off After 30,” which profiled lawyers who launched successful legal careers later in life. Prior to practicing law, Reggie was an electrical engineer and co-inventor of two patents.

2006



## LGBT 2006

Partner Howard Suskin spoke at a networking event in the Chicago office on how creating an LGBTQ supplier diversity program is an effective way for companies to show their support to the LGBTQ community.

## Meet our Newest Partners of Color

### Kali N. Bracey

Kali N. Bracey is a partner in Jenner & Block's Washington, DC office. She is a member of the Firm's Litigation & Dispute Resolution, Entertainment and New Media, Insurance Litigation and Counseling, and White Collar Criminal Defense and Counseling Practices.

Ms. Bracey has been working on a wide variety of litigation matters in state and federal courts throughout the country representing clients in redistricting, copyright, telecommunications, insurance,

coverage and product liability cases. She has also represented MCI before the Federal Communications Commission. Ms. Bracey has an active white collar criminal defense practice that includes representing clients in internal investigations and qui tam matters.

Ms. Bracey has represented members of the Recording Industry Association of America as amicus curiae in an appeal to the United States Court of Appeals for the Ninth

Circuit that challenged the district court's construction of one of the safe harbors of the Digital Millennium Copyright Act. She also represented members of the video game industry in a case involving copyright infringement.

Ms. Bracey also works on behalf of policyholders in insurance coverage disputes related to coverage for complex construction matters, mold, and lead paint. She serves as one of the co-chairs of the American Bar Association's Subcommittee on Commercial General Liability.

Her pro bono work includes the drafting of a brief amicus curiae on behalf of a coalition of advocates for the poor and homeless as well as the representation of a criminal defendant facing felony charges in District of Columbia Superior Court.

In 2004, Ms. Bracey became one of the co-chairs of the Young Litigators Committee of the Litigation Section of the DC Bar.

Ms. Bracey received her BA, *summa cum laude*, from Spelman College and J.D. from Yale Law School. After graduation, Ms. Bracey clerked for the Honorable Stephen R. Borkoff on the United States Court of Appeals for the Ninth Circuit.



## FOCUS ON DIVERSITY 2006

Kali Bracey is profiled after she first became a partner. Kali later left the firm to join the US Consumer Financial Protection Bureau and the US Department of Justice Civil Division. She rejoined the firm in 2017 and is currently co-chair of the Consumer Law and State Enforcement and Regulation Practices.

2006

2007

## WOMEN IN FOCUS 2007

Three prominent women litigators –Katya Jestin, Susan Kohlmann, and alumna Kenyanna Scott – join the firm's New York office, which opened two years prior.

### Prominent Women Litigators Join New York Office

Three prominent litigators joined Jenner & Block's New York office during the past year. Each attorney added unique experience and capabilities to the growing office.

#### Katya Jestin

After following her fascination with the "intersection" of criminal law, Katya Jestin recently became a partner in Jenner & Block's New York City office.

Ms. Jestin has been a member of the most prominent of influential organized crime leaders, including Giuseppe Anna Pisciotta and his co-defendants for their membership and cooperation of such as the New York City "Organized Crime Task Force." Ms. Jestin has been a member of the most prominent of organized crime leaders, including Giuseppe Anna Pisciotta and his co-defendants for their membership and cooperation of such as the New York City "Organized Crime Task Force." Ms. Jestin has been a member of the most prominent of organized crime leaders, including Giuseppe Anna Pisciotta and his co-defendants for their membership and cooperation of such as the New York City "Organized Crime Task Force."

#### Susan J. Kohlmann

Following high profile cases in intellectual property, trademark and trade dress, Susan J. Kohlmann recently joined the New York City office.

Ms. Kohlmann has been a member of the most prominent of organized crime leaders, including Giuseppe Anna Pisciotta and his co-defendants for their membership and cooperation of such as the New York City "Organized Crime Task Force." Ms. Kohlmann has been a member of the most prominent of organized crime leaders, including Giuseppe Anna Pisciotta and his co-defendants for their membership and cooperation of such as the New York City "Organized Crime Task Force."

#### Kenyanna M. Scott

Kenyan Kenyanna M. Scott brings to the New York City office her extensive experience in insurance coverage litigation and complex construction matters.

Ms. Scott has been a member of the most prominent of organized crime leaders, including Giuseppe Anna Pisciotta and his co-defendants for their membership and cooperation of such as the New York City "Organized Crime Task Force." Ms. Scott has been a member of the most prominent of organized crime leaders, including Giuseppe Anna Pisciotta and his co-defendants for their membership and cooperation of such as the New York City "Organized Crime Task Force."



### LGBT 2009

Partner Gail Morse testified in July 2009 at a closely watched hearing for the American Bar Association's Commission on Sexual Orientation and Gender Identity. The inaugural public hearing was part of the ABA Annual Meeting in Chicago.

2009



### LGBT 2009

As an associate, now-Partner Lindsay Harrison argued her first-ever court case at the US Supreme Court, securing a 7-2 ruling in favor of her client.



### WOMEN IN FOCUS 2009

In June 2008, former partner Susan Levy assumed the role of managing partner of Jenner & Block.



### LGBT 2010

A Jenner & Block team that included Partner Luke Platzer helped secure a victory in *Gill v. Office of Personnel Management*, a landmark case that challenged the constitutionality of the Defense of Marriage Act (DOMA).

2010

2012



### FOCUS ON DIVERSITY 2012

Partner Carissa Coze, who joined the firm in late 2012, is profiled in a feature about new partners.





## Women in Law Hackathon



## JENNER & BLOCK DIVERSITY AND INCLUSION

### WOMEN IN FOCUS 2012

Terri Mascherin was presented with the firm's inaugural Jerold S. Solovy Public Service Award, named in honor of the firm's late chairman emeritus, in September 2011.

### WOMEN IN FOCUS 2016

Jenner & Block participated in the inaugural Women in Law Hackathon, a competition aimed at generating innovative ideas to close the gender gap in law firms, and was part of the winning team.

### SPONSORSHIP PROGRAM

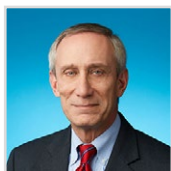
The firm launched a program pairing every Black lawyer at the firm with a Management or Policy Committee sponsor. The sponsors work with their protégé to develop a written plan and report on their progress.

2012

2016

2017

2020



### LGBT 2012

In November 2011, Jenner & Block was inducted as a "Friend of the Community" into the Chicago Gay and Lesbian Hall of Fame, then the country's only known government-sponsored hall of fame that honors LGBTQ individuals.

### WOMEN IN FOCUS 2017

In 2016, Jenner & Block piloted a version of the "Rooney" rule in phase two of the Women in Law Hackathon. This rule went on to become the "Mansfield Rule."

#### JENNER & BLOCK PILOTS VERSION OF "ROONEY" RULE IN PHASE TWO OF WOMEN IN LAW HACKATHON

Jenner & Block is one of 30 leading US law firms piloting the "Mansfield Rule," a year-long initiative designed to boost diversity in firm leadership ranks. Named after Arabella Mansfield, the first woman admitted to practice law in the United States, the Rule requires that women and minorities comprise at least 30 percent of a law firm's candidate pool for leadership and governance roles, equity partner promotions and lateral positions.

The program was inspired by the NFL's "Rooney Rule," which requires every NFL team to interview at least one minority candidate for head coach vacancies. It is one of the winning ideas that came out of the inaugural Women in Law Hackathon, a six-month-long competition in 2016 that brought together 54 partners from law firms across the United States to tackle the problem of

gender imbalance in law firm leadership. The Hackathon was hosted by Diversity Lab with Bloomberg Law and Stanford Law School.

Partner Reid J. Schar served as Jenner & Block's representative to last year's Hackathon. His team's proposal of a gender-neutral compensation model titled SMART (Solutions to Measure, Advance and Reward Talent) won first place.

"We were thrilled to be a part of the Hackathon Alliance, and we are delighted to take the next step with Diversity Lab and join the Mansfield Rule effort, a concrete strategy aimed at improving diversity in the profession," said Susan J. Kohlmann, chair of the firm's Diversity & Inclusion Committee and managing partner of the New York office. "Jenner & Block is committed to finding innovative ways to improve diversity through strategies like the Mansfield Rule."



The background is a complex, abstract composition of various colors and textures. It features a large, vibrant blue area on the right side, transitioning into lighter blue and green hues towards the center. On the left, there are patches of yellow, white, and purple, with some darker, more textured areas. The overall effect is that of a layered, multi-colored surface, possibly a piece of art or a digital background.

# HAPPENINGS





## SENATOR CORY BOOKER HEADLINES 20TH ANNUAL DIVERSITY DINNER

Each year, we invite a public official, C-suite executive, in-house counsel, or other notable figure to inspire us with their personal stories. This longstanding tradition celebrates our commitment to diversity, equity, and inclusion. Past speakers have included Uber General Counsel Tony West, Chicago Mayor Lori Lightfoot, and Barack Obama, who spoke to us in 2003, when he was an Illinois state senator and before he became president of the United States.



For our 20th Diversity Dinner, we were honored to host a trailblazing lawyer and public servant, Senator Cory Booker, who discussed his upbringing and the journey which led to the US Senate.

In a conversation moderated by Partner [Lindsay Harrison](#), Senator Booker said his father, Cary Alfred Booker, was the first Black salesmen hired by IBM in

the Virginia/Washington, DC, area. His family endured racism and violence when they bought the house in New Jersey where he grew up, but ultimately the community gave their love and support.

“My family would constantly tell me that my brother and I were having a very unusual American experience, and that was born out of the sacrifices and struggles of millions of Americans

who were willing to shed blood for our family,” he said. “By the time we were teenagers, we really felt the burden of this incredible privilege and the obligations that went along with it.”

Backed by his family and a nurturing community, he was an All-American football player, president of his class, and on his way to Stanford University by the time he was 18.

“If racism and sexism exists in our country, then we all are implicated in its continued existence unless we do something to change it.”

– NEW JERSEY SENATOR CORY BOOKER

Moving to Newark after law school, he started a nonprofit to provide legal services for low-income families, helping tenants take on landlords. He served as Newark’s mayor from 2006 until 2013, and in 2013 he won a special election to represent New Jersey in the US Senate. He was re-elected to a full six-year term in November 2014 and again last year.

After seeing a drastic imbalance of diversity within Senate staff, Senator Booker led an effort to require Democratic Senators to

publish their diversity statistics. “We got a little pushback on that, but every year since, more women and people of color have been hired on Senate staff, so they will be in the room when it happens – bringing entirely different lived experiences.”

Senator Booker also discussed the need to embrace empathy as a way past the country’s recent decline into extreme polarization, and how people in the majority shouldn’t fall into defensive crouches when faced with inequities.

“This is about all of us expanding our empathy, our moral imagination, and our capacity to love,” he said. “And love is not easy. It’s an active verb, it takes work. I understand that it can get exhausting and tiring, but we are all here for each other – to try to learn from each other. And it’s not my obligation to teach you, but it’s your obligation to ask questions, to learn, to expose yourself, and grow.”

## A CONVERSATION WITH SARAH COLLINS RUDOLPH

Sarah Collins Rudolph, who as a girl survived the bombing of the Sixteenth Street Baptist Church in Birmingham, Alabama, a pivotal event in US civil rights history, addressed the firm and friends of the firm on March 1. It was an honor to hear her story. Sarah was in the basement of the church on September 15, 1963, when a bomb planted by the Ku Klux Klan went off. Miraculously, she survived. Her older sister, Addie Mae, 14, was killed, as was Denise McNair, 11, Carole Robertson, 14, and Cynthia Wesley, 14.

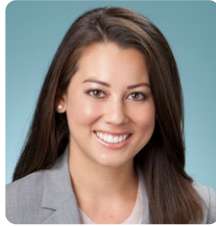
Partners [Ishan Bhabha](#) and [Alison Stein](#) and Associate [Caroline Cease](#) have had the privilege of representing Sarah for the past two years. Last September, on behalf of Sarah, they wrote to Alabama Governor Kay Ivey seeking an official apology and compensation for decades of physical and emotional pain, and the loss of her right eye. Governor Ivey responded with what we believe to be the first official apology from the state of Alabama. There should be no doubt, Governor Ivey wrote, that Sarah and the families of those who died “suffered an egregious injustice that has yielded untold pain and suffering over the ensuing decades. For that, they most certainly deserve a sincere, heartfelt apology – an apology that I extend today without hesitation or reservation.”

Ishan, Alison, and Caroline, who continue to represent Sarah in a quest for compensation, introduced Sarah and thanked her for speaking with the firm. During the conversation, Partner [Reggie Hill](#) shared some of his own experiences attending the same church when he was growing up. Sarah’s story was featured in the [Washington Post](#) last year and is now the subject of the book [The 5th Little Girl: Soul Survivor of the 16th Street Baptist Church Bombing](#), which Sarah wrote with Tracy Snipe.





## STANDING OUT AND SPEAKING UP: WOMEN PARTNERS SUMMIT 2021



The Women's Forum hosted a Women Partners Summit in April 2021, with the theme of "Standing Out and Speaking Up." The Summit began with a general counsel panel, where women partners and associates heard from four remarkable women about their career paths. They discussed what their companies are doing to promote diversity within the legal department and among outside providers, shared thoughts on most effective outreach strategies from outside counsel, and talked about business development best practices. They also shared their

perspectives on the future of their roles as well as navigating what the "new normal" would look like, post-pandemic. After the panel, women partners gathered in breakout groups and shared takeaways. Partners [Melissa Root](#) and [AnnaMarie Van Hoesen](#) moderated and Partner [Megan Poetzel](#) introduced the session.

Both partners and associates learned from a "What Works for Women at Work" talk delivered by Joan Williams, a trailblazing lawyer and Founding Director of the Center for WorkLife Law at University

of California, Hastings. Joan's interactive presentation featured poll questions and breakout group discussions, where women partners and associates dug deeper into Joan's practical, research-based advice. The keynote session wrapped up with a conversation between Director of Diversity and Inclusion Courtney Carter and [Randy Mehrberg](#) on "What's Working at Jenner," followed by a Q&A with women partners. Partner [Anne Cortina Perry](#) moderated and Partner [Lizzie Shimmin](#) introduced the session.



## JENNER & BLOCK HOSTS IN-HOUSE AND GOVERNMENT CAREERS PANEL

The firm hosted a panel discussion last July with five distinguished Jenner & Block alumni who have moved on to careers in corporations and in government. The panelists included Leah Casto (Conagra Brands, Inc.), Stephanie Jean-Jacques (Hyatt Hotels Corporation), Thomas Kim (Consumer Financial Protection Bureau), Molly

Moran (Uber Technologies), and Nick Tarasen (Amazon Lab126). In a discussion moderated by Partner [Lindsay Harrison](#), the panelists discussed what surprised them when they started their new jobs after leaving Jenner & Block and offered advice to lawyers interested in someday moving in-house or to careers in the government.

## MAGGIE ANDERSON CHAMPIONS BUYING FROM BLACK-OWNED BUSINESSES

**In the firm's first Diversity Speaker Series of the year, in honor of Black History Month, Maggie Anderson delivered a powerful and triumphant testimony about her family's historic year shopping exclusively with Black-owned businesses.**

Called "The Empowerment Experiment," the revolutionary year garnered widespread media attention and was the subject of a landmark Kellogg study that proved that one million jobs could be created if Black companies and entrepreneurs received a small increase in support. She wrote about the experiment in her critically acclaimed book, *Our Black Year: One Family's Quest to Buy Black in America's Racially Divided Economy*. Maggie and her family's pledge to prove the power of buying Black also led to the creation of The Empowerment Experiment Foundation, Inc., her family's charitable research and advocacy organization devoted to studying and facilitating conscious consumerism, economic justice, and business diversity.

Maggie acknowledged that the year of her experiment, 2009, was not always easy. Her family received threats. She relayed anecdotes of challenges, such as buying her two young daughters food from a gas station mini-mart after a local Black-owned grocery had closed. There were successes as well – like the time she discovered a Black-owned party store in Chicago's Austin neighborhood.

In her remarks, Maggie shared stories about historic Black leaders and the Black business owners who helped to inspire those leaders. She spoke about the success of Black businesses and how Black people were able to build their communities by relying on each other for goods and services. In the early 1900s, for example, Black entrepreneurship and community support of Black-owned businesses was at its peak. "Your fate is here, and





not afar. So let down your bucket where you are,” she said, quoting from Langston Hughes’ 1941 poem “Ballad of Booker T.”

“This is how I live my life,” said Maggie, whose family continues to buy from Black-owned businesses. “Once I let my bucket down, it was not nearly as hard as the situation is dire.”

Maggie spoke of lessons learned from her time as a student of then-Professor Barack Obama at the University of Chicago Law School. She recalled that Professor Obama taught that every egalitarian idea that distinguishes our country, and the principles that support

our democracy, came out of the African American struggle. “We had to push and pull and prod America towards its promise and its greatness...America has fallen way short of its ideal when it comes to economic equality and justice. It’s time for us to push and prod and pull for America again,” she said.

Maggie examined the statistical analysis on the average lifespan of a Black-owned business, and the percentage of Black business owners who own companies that sell products that are marketed towards Black people. She also discussed how corporations can better serve the Black community.

“Let’s unite, all of us, for an America where the broken and bereft Black neighborhood is not only where every other ethnic group can thrive while Black-owned businesses suffer,” she implored.

Maggie concluded her talk by challenging corporate America to proactively include Black firms and professionals in their supply chains and calling on all Americans to seek and support Black-owned businesses in order to fight systemic racism, and counter crises that disproportionately impact the Black community, including unemployment, crime, recidivism, and poverty.

## DIVERSITY SPEAKER SERIES: CELEBRATING ASIAN AND PACIFIC ISLANDER HERITAGE



The Diversity Speaker Series champions Jenner & Block’s commitment to diversity and inclusion by inviting prominent, diverse leaders to share their stories and speak on contemporary issues. In honor of Asian American and Pacific Islander Heritage Month, the firm hosted a discussion featuring John Yang, President and Executive Director of Asian Americans Advancing Justice (AAJC). The virtual event was moderated by Associate [Deepthika Appuhamy](#). Partners [Ishan Bhabha](#), [Carissa Coze](#), and [Shoba Pillay](#) took part in a conversation with John about the work of the AAJC, the unique issues facing AAPI communities, and the strategies to help combat the abhorrent increase in hate crimes targeting these Americans.

“Often times, [Asian Americans] are asked ‘Where are you *really* from?’ This addresses a more fundamental issue that affects the Asian American community: When you talk about how racism and micro-aggressions manifest, there is a notion that we are not ‘from America’ – that we are somehow always treated as foreigners even if we are born here or if we’ve had family in this country for generations,” John said during the event. “Part of my work is making sure that people understand that Asian Americans *are* Americans; that we have been here for centuries in many cases; that we’ve contributed to this country; that we shouldn’t be treated as that ‘other.’ I try to dispel these stereotypes, breakdown some of the myths that harm us in any number of ways that we see today.”

John leads the organization’s efforts to fight for civil rights and empower Asian Americans to create a more just America for all through public policy advocacy, education, and litigation. His extensive legal background enables AAJC to address systemic policies, programs, and legislative attempts to discriminate against and marginalize Asian Americans and Pacific Islanders and other minority communities. Because of his expertise, John is regularly asked to speak to media on issues affecting the Asian Pacific American community.

John served in the Obama Administration as Senior Advisor for Trade and Strategic Initiatives at the US Department of Commerce, where he was the principal advisor to Secretary Penny Pritzker on issues related to Asia. Previously, John was a partner with a major Washington, DC law firm, and also worked in Shanghai, China as the legal director for the Asia-Pacific operations of a US Fortune 200 company. A former president of the National Asian Pacific American Bar Association, John has held several leadership positions and co-founded the Asian Pacific American Legal Resource Center – a nonprofit organization dedicated to addressing the direct service legal needs of Asian Pacific Americans in the Washington, DC metropolitan area.

## CHAD SANDERS: EXPLORING BLACK ACHIEVEMENT IN A WHITE WORLD

When Chad Sanders was growing up in Maryland, his parents treated the kitchen table as a place of respect, where racism and Eurocentrism were blocked out, the television was turned off, and salesmen turned away. Rather, the kitchen table was a place where he and his sister were “thought partners” with his parents, who shared their views of the corporate world and more.

“I think what it did for my sister and I was to remind us who we were, that we already had intuition, and gave a version of history that was closer to the truth than the version we were learning at school,” Chad said during his presentation to the firm, hosted by the African American Affinity Group and the Professional Staff African American/Black Affinity Group and moderated by Partner Precious Jacobs-Perry and Manager of Docketing Services Na’eem Conway.

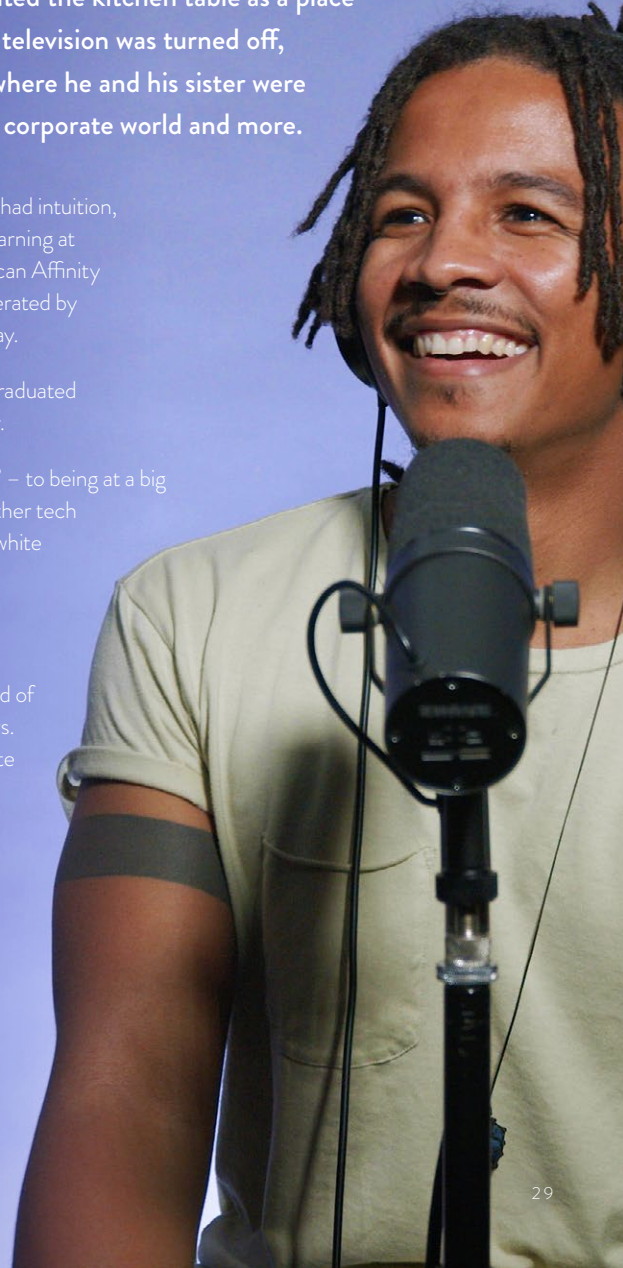
But the “well of knowledge” that his parents provided began to run dry after Chad graduated from historically Black Morehouse College in Atlanta and took a job in Silicon Valley.


He described the vast difference from being at Morehouse – “I felt I could breathe” – to being at a big tech company, where “I felt I became small again.” The experience there and at another tech start-up provided inspiration for his powerful exploration of Black achievement in a white world. His book, *Black Magic: What Black Leaders Learned from Trauma and Triumph*, features interviews with Black leaders, scientists, artists, activists, and champions.

“I wanted to learn how to get to the top while Black,” explained Chad, who told of dreaming of being a Fortune 500 CEO one day. “It was an earnest curiosity,” he said of the book’s genesis. “I wanted to be one of the people on *Forbes*’ list. I wanted answers. How did you do it? All you people are more successful than me. How did you navigate it? And I don’t want to hear, ‘Try hard and wait your turn.’ I want the real stuff.”

In a wide-ranging interview, Chad offered advice on how the firm could improve its own efforts at diversity and inclusion: “The people in the room at the top have to look different.”

Asked what advice he’d give to young Black students and professionals, Chad acknowledged that they will, and should, change during their lifetime. He suggested that they stay authentic to themselves – or, as he put it, “chad.com” – and not “drink the Kool-Aid” offered by the workspace. “Be aware and try to serve ‘chad.com.’”

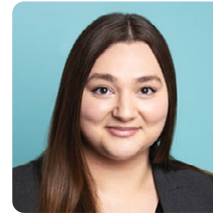
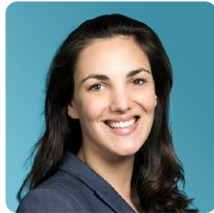


A photograph of Michelle King, a woman with long dark hair, wearing a black blazer over a white top and black pants, sitting in a black chair. She is smiling slightly and looking towards the camera. The background features a wooden cabinet with two wireframe vases on top and a piece of driftwood on a stand to the left.

# RENOWNED DIVERSITY ADVOCATE MICHELLE KING SPEAKS AT FIRM

Michelle King, a writer, advocate, and expert on gender equality in organizations, spoke at the firm's Diversity Speaker Series in September. Her talk examined equality in the workplace and how organizations need to change to best serve everyone.

Michelle leads the United Nations Women's Integrated Strategy for Innovation and the Global Innovation Coalition for Change, managing more than 30 private sector partnerships. She is also the author of *The Fix: Overcome the Invisible Barriers That Are Holding Back Women at Work* and hosts a podcast by the same name.



**From left to right, top to bottom:**  
Partners Lori Day and Ed Prokop; Associates Thomas Bullock, Andrew Elliott, Susanna Evarts, Tiffany Lindom, Emily Mannheimer, Cayman Mitchell, and Danielle Muniz; Law Clerk Sara Cervantes

## JENNER & BLOCK HOSTS VIRTUAL “LAUNCHING YOUR CAREER” WORKSHOP FOR UNDERGRADUATES AND RECENT GRADUATES

On April 7, the New York office hosted a virtual mock-interview program for college students and recent graduates as part of the New York City Bar Association’s “Launching Your Career” Student Pipeline Program. Partners [Lori Day](#), [Andrew Lichtman](#), and [Ed Prokop](#); former special counsel Seth Agata; Associates [Thomas Bullock](#), [Andrew Elliott](#), [Susanna Evarts](#), [Owen Keiter](#), [Tiffany Lindom](#), [Emily Mannheimer](#), [Cayman Mitchell](#), and [Danielle Muniz](#); former associate Kara Brandeisky; and Law Clerks Sara Cervantes and Michael Greubel participated in the program. New York Director of Administration Sal Curreri sits on the New York City Bar’s Diversity Pipeline Initiatives Committee and facilitated the hosting of the workshop, with organizational support from Legal Recruiting Senior Manager Heather Conrad and Legal Recruiting Coordinator Mary Brown.







**PEOPLE**

PROMINENT TEAM BOLSTERS  
FIRM'S NATIVE AMERICAN  
LAW AND GOVERNMENT  
RELATIONS PRACTICES

Last year, Jenner & Block welcomed a prominent team of lawyers and professionals who significantly expanded our Native American Law Practice and founded our Government Relations Practice.

The combination of the team with Jenner & Block's existing representation of Native American tribes and interests, including in the groundbreaking US Supreme Court victory upholding tribal treaty rights in *McGirt v. Oklahoma*, offers clients a full range of strategic, legal, and government relations services.



THE TEAM INCLUDES

Partner [Keith Harper](#), a citizen of the Cherokee Nation, focuses his practice on Native American affairs, litigation, and matters with an international component from the private and public sectors. He previously served as the US Ambassador and Permanent Representative to the United Nations Human Rights Council in Geneva, Switzerland. Keith chairs the Native American Law Practice.



Partner [Charlie Galbraith](#) is a citizen of the Navajo Nation and focuses his practice on litigation and Native American affairs. He previously served in the Obama White House as associate director of intergovernmental affairs and public engagement. Charlie co-chairs the Native American Law Practice.



Partner [Rob Harmala](#) focuses his practice on government relations at the federal, state, and local levels. His legislative and legal experience spans a diverse array of subject areas. Rob is also the founding chair of the firm's Government Relations Practice.



Associate Krystalyn Kinsel is a citizen of the Navajo Nation who focuses her practice on litigation and Native American affairs. She previously worked as a trial attorney in the Attorney General Honors Program of the Environment and Natural Resources Division of the US Department of Justice.



Associate Julian SpearChief-Morris is a member of the Blood Tribe (Kainai Nation) of the Blackfoot Confederacy and focuses his practice on Native American affairs, litigation, and international issues relating to both the private and public sector.



Senior Government Relations Specialist Craig Williams is a lawyer and member of the Mississippi Band of Choctaw Indians and advises clients on matters of public policy with a focus on Native American affairs. Craig is the former Diversity Director at the Democratic Congressional Campaign Committee where he was charged with helping increase the diversity of the DCCC and its campaigns, and served as the DCCC liaison to the Congressional Black Caucus, the Congressional Hispanic Caucus, and the Congressional Asian Pacific Americans Caucus.



Senior Government Relations Specialist John Sobel advises clients on matters of public policy, with a focus on Native American affairs, natural resource issues, California politics, and foreign affairs.

## INTRODUCING SIX NEW WOMEN LATERAL PARTNERS

The firm welcomed six women lateral partners in the past year.

The new partners serve in a variety of practices across our US offices.



[Rachel Alpert](#) is co-chair of the National Security, Sanctions, and Export Controls Practice and a member of the Investigations, Compliance, and Defense Practice. She is an international trade and sanctions lawyer who brings a wealth of experience in economic sanctions, export controls, and international legal issues from her seven years in the United States Department of State's Office of the Legal Adviser.

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[Laurie Edelstein](#) is a litigator in our Energy and Complex Commercial Litigation Practices. She represents companies and individuals in energy matters, complex business disputes, regulatory litigation, antitrust and competition matters, and white-collar cases and investigations.

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[Madeleine Findley](#) (CIPP/US) is a co-chair of the Data Privacy and Cybersecurity Practice and a member of the Communications, Internet, and Technology Practice. She has experience in complex, high-visibility privacy and communications matters, including net neutrality, strategic privacy advising and compliance, infrastructure deployment, and communications network regulation.



[Ann O'Leary](#) served as Chief of Staff to California Governor Gavin Newsom before joining the firm in our new San Francisco office. She is a co-chair of our Government Controversies and Public Policy Litigation Practice and a member of the Investigations, Compliance, and Defense Practice.

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[Shoba Pillay](#) is a member of our Investigations, Compliance, and Defense Practice and the Data Privacy and Cybersecurity Practice. As a former federal prosecutor, she has more than a decade of investigations, trial, and appellate experience investigating and prosecuting matters involving complex fraud, cybercrime, national security, export control and sanctions, and theft of trade secrets.

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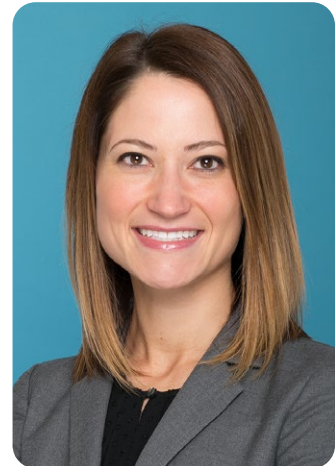
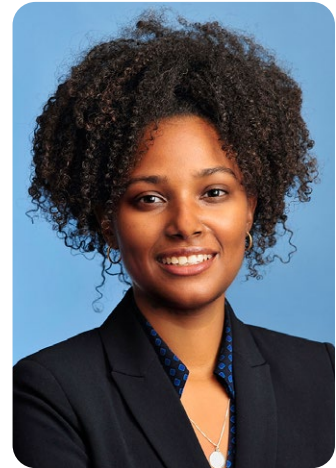
[Hon. Jeri Somers \(Ret.\)](#) is a partner in our Government Contracts Practice and former chair of the US Civilian Board of Contract Appeals. She has deep experience hearing and deciding contract disputes between government contractors and all federal agencies as well as prime and subcontractor disputes.

## PROMOTING WHERE IT COUNTS

At Jenner & Block, we recognize that a diverse team is essential to our ability to provide our clients with the best possible legal services. We focus on developing lawyers who reflect the multiplicity of cultures, genders, ethnic backgrounds, and viewpoints represented in an increasingly global economy.

Our focus has been to create an environment where everyone feels included, respected, and able to contribute fully. We do this by putting a variety of policies and support structures in place to promote and maintain the diversity of our legal and non-legal personnel and maintain our inclusive environment. The result is broader perspectives, better ideas, and more creative solutions for our clients, as well as a supportive and collegial working environment for our people.

In 2021, Jenner & Block voted to elevate seven associates to partner, with more than half being women and/or people of color.



From top to bottom (L-R): [Lori Day](#), [Tassity Johnson](#), [Elin Park](#), and [Jenna Ross](#)

## PROMOTING WHERE IT COUNTS

Jenner & Block also promoted several diverse partners to chair or co-chair their respective practice groups, resulting in increased diversity in the firm's leadership roles:



From top to bottom (L-R)

[Kali Bracey](#) – Co-Chair of the [Consumer Law Practice](#); [Carissa Coze](#) – Chair of the [Sports and Gaming Practice](#); [Madeleine Findley](#) – Co-Chair of the [Data Privacy and Cybersecurity Practice](#); [Rebekah Goodheart](#) – Co-Chair of the [Communications, Internet, and Technology Practice](#); [Ed Prokop](#) – Co-Chair of the [Cross-Border Transactions Practice](#); [Erin Schrantz](#) – Co-Chair of the [Investigations, Compliance, and Defense Practice](#); [Kate Spelman](#) – Co-Chair of the [Consumer Law Practice](#); [Alison Stein](#) – Co-Chair of the [Content, Media, and Entertainment Practice](#)

## JENNER & BLOCK LAWYERS APPOINTED TO LEADERSHIP ROLES IN LEGAL INDUSTRY DIVERSITY ORGANIZATIONS

**Jenner & Block encourages involvement in the legal community and actively supports diversity, equity, and inclusion in the practice of law.**

Several of the firm's lawyers combined those efforts in the past year through leadership position appointments within organizations that focus on supporting and increasing diversity in the legal profession.

In July, Partner [Elin Park](#) began her term as the president of the Asian American Bar Association of Greater Chicago. The organization promotes the growth and professional development of members, partners with other minority organizations on common interests, and makes policy recommendations on legal, social, political, and economic interests significant to Asian American lawyer community.

And in October, the Korean American Bar Association of Chicago inducted Elin as vice president in a virtual ceremony. KABA provides networking opportunities to its members and serves the local legal community by hosting professional, educational, community, and social events.

In November, the Illinois Supreme Court appointed Partner [Gail Morse](#) to

the Illinois Supreme Court Committee on Equality for a two-year term.

Formed in 2015, the Committee on Equality advances the court's commitment to a judicial system free of bias, in which every employee of the court is fairly treated, safe, and respected.

Associate [Ethan Wong](#) was selected to be a co-chair of the Media Law Resource Center's Next Generation Committee. The Next Generation Committee provides a forum for lawyers who have been practicing media law for a decade or less. The Committee aims to increase the involvement through attendance at MLRC events, writing for MLRC publications, and helping MLRC identify up-and-coming and developing issues in media law. The Committee also provides resources and opportunities for media lawyers, such as professional development, mentoring, socializing, and publications geared to those who are new to media law practice.

**From top to bottom:** Elin Park, Gail Morse, and Ethan Wong





From left to right: Camillie Landrón, Elin Park, and Lori Day



## SHARING CAREER ADVICE FOR NEW LAWYERS

**Training and mentorship is deeply ingrained within Jenner & Block, and our lawyers often share that aspect of our culture with the legal community. In the past year, several of our lawyers provided career advice in a series of interviews with news outlets and industry publications.**

The Federal Communications Bar Association interviewed Special Counsel [Camillie Landrón](#) for a Q&A profile featured in the “Get to Know an FCBA Member” section of the association’s newsletter. Camillie shares career advice to those just getting started in the communications field.

“Focus on developing your skills, learn as much as you can from others, and meet your deadlines,” Camillie told the

FCBA. “I’d also encourage those who are just getting started to remember they have no idea where they will be in three, five, ten years. Treating everyone with kindness and respect goes a long way towards building lasting bridges.”

*Law.com* featured Partner [Elin Park](#) in a question-and-answer [profile](#). Asked to give advice to associates who want to make partner, she suggests that they be proactive, have perseverance, and are

kind and respectful to colleagues. She says that the key to successful business development is “focusing on building and nurturing meaningful relationships and being of assistance and value to others.”

*Law360* published an article asking partners what questions they wished associates asked more often. Partner [Lori Day](#) told the publication that when conducting legal research, associates should ask about the broader context of the assignment. “Having the broader context will help frame the way the research is both conducted and communicated, such that it is more fit for [the] purpose and less follow-up is needed.”

## LEADERSHIP COUNCIL ON LEGAL DIVERSITY WELCOMES FIRM LAWYERS IN ITS AMBITIOUS, CAREER-BUILDING PROGRAMS

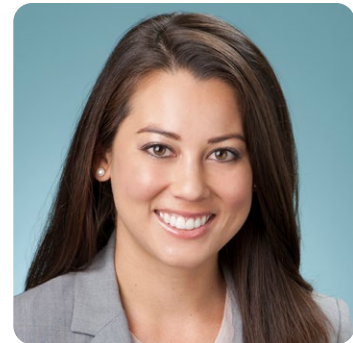
The Leadership Council on Legal Diversity, or LCLD, is a national organization comprising corporate chief legal officers and law firm managing partners who are committed to improving the legal profession's diversity and inclusion performance. Its Fellows Program is an ambitious, highly structured training program designed to build relationships and leadership skills.

In 2021, Partner [AnnaMarie Van Hoesen](#) was chosen for the program, joining a select group of high-potential lawyers from diverse backgrounds who have been recognized as impact players in their organizations.

The Fellows Program is one of the organization's most important initiatives and has trained more than 1,600 mid-career lawyers since its launch in 2011. According to LCLD President Robert J. Grey, Jr., the Fellows Program offers participants “a year-long, in-depth program devoted to relationship-building, virtual training, peer-group projects, and extensive contact with LCLD's top leadership and the best teachers in the business.” The firm's past LCLD Fellows include Partners [Keisha Stanford](#), [Precious Jacobs-Perry](#), and [Ed Prokop](#).

LCLD also offers a Pathfinders Program, designed to train diverse, high-performing, early-career lawyers in critical career development strategies including leadership and the building of professional networks. Robert described Pathfinders as a program “that can help catapult a person's career forward.” Members participate in intensive virtual training, online experiential learning, and opportunities to network with peers and esteemed LCLD Fellows and Alumni in small group gatherings.

For the 2021 Pathfinders Program, the LCLD selected Associates [Danielle Muniz](#) and [Amit Patel](#). Past firm members include Partner [Tassity Johnson](#) and former associate Jessica Martinez.



**From top to bottom:**  
AnnaMarie Van Hoesen, Danielle Muniz,  
and Amit Patel



## LCLD SHINES A SPOTLIGHT ON PARTNER DAWN SMALLS, A 2017 ALUM

The Leadership Council on Legal Diversity (LCLD) profiled Partner [Dawn Smalls](#), a 2017 alum of the LCLD's Fellows Program. The profile focused on her experience running for public office.

In 2019, Dawn ran as a first-time candidate in New York City's first citywide special election. She stood out in a historically crowded field, receiving more than 17,000 votes from voters in all five boroughs and placing ahead of members of the NYC Council and the NY State Assembly. "Given her impressive showing, Dawn's name has been floated for a number of leadership positions on a local and federal level," noted LCLD.

In a [question-and-answer](#), LCLD asked Dawn to share advice for anyone interested in her path. She responded: "Democracy only works if everyone participates in it. We too often complain about the state of our country or current leadership, but are always looking to someone else. I ran on the strong belief that politics doesn't have to be a career in and of itself."

In an accompanying [video](#), Dawn encouraged everyone in the network to "vote, engage, and consider running for office yourself."

Dawn's involvement with the LCLD did not end after 2017. Today, she is a sponsor/mentor for an LCLD Compass Conversation group. Compass Conversations are small group gatherings that provide an opportunity for Pathfinders to connect with alumni and current Fellows on a range of career and professional development topics.

Her appointment to the firm's Management Committee was highlighted in the June 2021 LCLD newsletter under the section "LCLD Alumni Join the Leadership Ranks."

**MÉLIDA HODGSON  
ELECTED VICE CHAIR OF  
THE ICC INSTITUTE OF  
WORLD BUSINESS LAW**

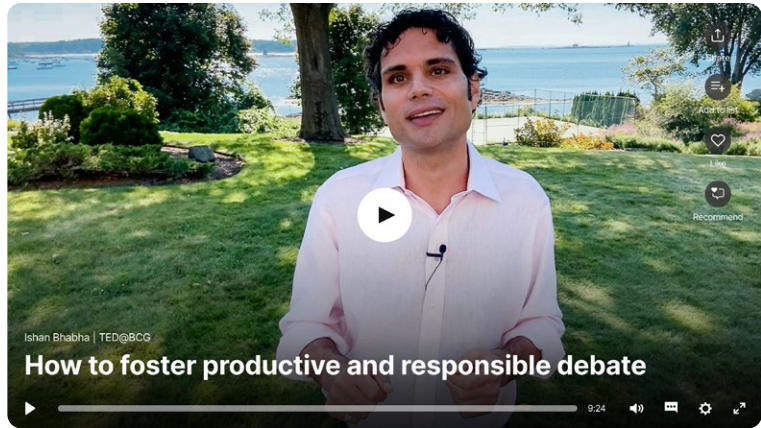
On October 9, the International Chamber of Commerce (ICC) announced the election of an incoming chair and two vice chairs of its Institute of World Business Law, including [Mélida Hodgson](#) as vice chair.

Established in 1979, the ICC Institute of World Business Law is a think-tank providing research, training, and information to the legal profession concerned with the development of international business law. Its goal is to foster wider knowledge of the law and practices of international business through training and research.



## JENNER & BLOCK'S STATEMENTS ON DIVERSITY, INCLUSION, AND SOCIAL JUSTICE

As a firm driven by our values – excellence, diversity and inclusion, collaboration, and pro bono and public service – our strength lies in our people, all of our people, from all backgrounds. As advocates for justice, we embrace our responsibility to serve our communities and our calling to combat racism and intolerance. For more than a century, Jenner & Block has led the fight for social justice and civil rights, in courtrooms and our communities. We reaffirmed that commitment over this past year, and will continue each day going forward. We stand for the rule of law and the tolerance and inclusion of all. We have protested the senseless murder of George Floyd and countless others at the hands of the police; we have publicly condemned acts of violence and hatred against Asian Pacific Islander, Black, Latinx, LGBTQ, Jewish, and Muslim communities; we are litigating against hate groups to hold them accountable for their racist and violent acts; we have litigated seminal civil rights cases; we have fought efforts to separate children from their parents' arms at our borders; we have fought to expand the right to marry to include same-sex couples; and we are engaged in the struggle to end gun violence. We are advocates who take action to redress the wrongs in our country and to protect the vulnerable. An attack on any group based on race, religion, color, sexual orientation, or national origin is an assault on the values of diversity, equality, and inclusion that are the bedrock of this country and that we as a law firm strive to uphold. As a firm, we stand together, committed to making positive and meaningful change in our world.



## ISHAN BHABHA DELIVERS TED TALK ON NAVIGATING DISAGREEMENTS AND CONTROVERSIAL SPEECH

What if you owned a hotel, and your mission statement said you would treat all employees and customers equally regardless of gender and religion? But then you find that a religious group with views counter to your mission statement books space in your hotel to meet? What do you do?

So Partner [Ishan Bhabha](#) begins his TED Talk, with a hypothetical conundrum with real world applications. In his work, Ishan counsels organizations on how to create rules that help clients navigate ideological disagreements and controversial speech. In his TED Talk, he explores how creating the right structures for expressing disagreements can promote responsible and unrestricted exchanges of ideas while isolating harmful speech.

“The structures I recommend recognize the real harm that comes from certain kinds of speech, but at the same time promote dialogue rather than shut it down.

The reason is that we need disagreement. Creativity and human progress depend on it,” he says.

Ishan details his recommended tools and discusses when to apply the First Amendment to protect intellectual freedom. He further examines the “hazy” line between opinions and facts, sharing how institutions of higher education are tackling these issues on campus, as well as how social media companies are combating misleading, disputed, or unverified information.

Through real word examples, including a story from First Amendment case law, Ishan suggests that “the fallacy and moral bankruptcy of hateful speech can best be remedied not through suppression but rather through the righteous power of countervailing good and noble ideas.”

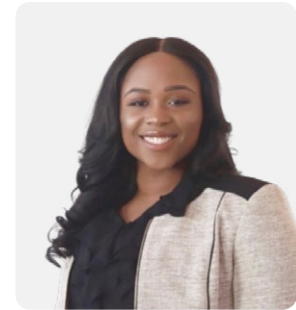
Titled “How to Foster Productive and Responsible Debate,” Ishan’s TED Talk can be found [here](#).

## SEO LAW FELLOWSHIP JUMP-STARTS LEGAL CAREERS

Since 2016, Jenner & Block has partnered with the Sponsors for Educational Opportunities (SEO) Law Fellowship program. SEO has been an innovator in the education and mentorship arena for more than 50 years. The program pairs talented and diverse pre-law school students with top law firms for a 10-week fellowship the summer before their first year of law school. SEO Fellows observe and experience the day-to-day duties and responsibilities of lawyers at some of the nation's most prestigious firms.

Jenner & Block's SEO Fellows work in each of our US-based offices and include: Michael Asparrin, University of Pennsylvania Law School; Abigail Hall, Harvard Law School; Dominique James, Yale Law School; Felicia Reyes, Columbia Law; Will Searcy, Harvard Law School; and Amina Stone-Taylor, Columbia Law.

This summer, the firm hosted a virtual clerkship panel, where SEO Fellows from firms all over the United States could attend. The event was moderated by Associate [Jake Tracer](#) and included Partners [Lori Day](#), [Ian Gershengorn](#), [Matt Hellman](#), and [Tassity Johnson](#) as panelists. The speakers focused on the clerkship application process, the clerkship experience, and how clerkships have contributed to each individual's career path.



**From left to right, top to bottom:**

Michael Asparrin, University of Pennsylvania Law School; Abigail Hall, Harvard Law School; Dominique James, Yale Law School; Felicia Reyes, Columbia Law; Will Searcy, Harvard Law School; and Amina Stone-Taylor, Columbia Law

## PARTNER PRECIOUS JACOBS-PERRY SELECTED AS LEADERSHIP GREATER CHICAGO FELLOW

Partner [Precious Jacobs-Perry](#) joined a select group of 46 accomplished and diverse individuals chosen to be part of the 2020-2021 Leadership Greater Chicago (LGC) Signature Fellows Program, the region's premier convener, connector, and mobilizer of bold leaders to effect transformative civic impact across the community.

The class represented a cross-section of professionals from the corporate, nonprofit, government, and education sectors, expanding the organization's legacy of building and strengthening the pipeline of civic leaders who will shape the future of Chicago and the region.

The 2020-2021 program began amidst a renewed national movement around racial justice and an unprecedented global pandemic, solidifying the persistent need to provide leaders with a deep understanding of critical socioeconomic issues and their interconnectedness in order to drive lasting impact and thrive as a diverse society.

Over the course of the 10-month fellowship, which started in September 2020, participants were immersed in key issues facing Chicago and the region through experiential learning including full-day seminars, community site visits, discussion groups, conversations with subject matter experts, and cultural events.

A rising leader in the legal and Chicago communities, Precious was also a 2018 fellow for the Leadership Council on Legal Diversity Fellows Program. She has received numerous awards for her leadership, including *Chicago Lawyer Magazine's* Influential Women in Law Award; the Chicago Scholars' 35 Under 35 Award; the National Bar Association's Young Lawyer's Division's Humanitarian Award; the NYU Academic Achievement Program's Alumni Trailblazer Award; and the Family Defense Center's Major Litigation Award. Precious was also recognized by *Crain's* as one of Chicago's Notable Women Lawyers and Notable Executives in Diversity, Equity, and Inclusion.





## LAWYERS TAKE LEADERSHIP ROLES IN PROMINENT PROFESSIONAL RESPONSIBILITY COMMITTEES

Three lawyers in our nationwide Professional Responsibility Practice assumed leadership roles on committees and in organizations focused on legal ethics and professional responsibility.

In July, Partner [Kirsten Hicks Spira](#) began her one-year term as chair of the Professional Responsibility and Ethics Committee (PREC) for the Los Angeles County Bar Association.

[A Daily Journal profile](#) noted Kirsten’s “ambitious agenda to help thousands of lawyers better serve their clients and stay out of trouble with the State Bar” in leading the committee, whose advisory opinions provide valuable ethical guidance to judges and practitioners in LA County and beyond. Committee members also review and comment upon proposed State Bar ethics opinions and proposed amendments to ethics rules, and will also propose amendments to professional responsibility rules.

“It’s really interesting work and I really believe it gives back to the legal community,” Kirsten told the publication.

In June, the Illinois State Bar Association’s Standing Committee on Professional

Conduct installed Partner [April Otterberg](#) as chair for the 2021-2022 term.

The Committee prepares written advisory opinions in response to inquiries from the public and members of the Illinois bar concerning the application of the Illinois Rules of Professional Conduct in specific situations arising in the practice of law. The Committee also reviews the Rules to ensure they are up-to-date and recommends proposed amendments when necessary.

April has served on the committee since 2012.

Partner [Katie McLaughlin](#) recently became a member of the American Bar Association’s (ABA) Standing Committee on Professional Liability, which is a source for information on legal malpractice claim statistics, insurance for lawyers, and legal malpractice prevention. The committee also organizes the twice-yearly national ABA Legal Malpractice Conference.

Katie, who focuses her practice on defending lawyers and law firms in complex legal malpractice litigation, pre-suit investigations, and partnership disputes, will serve on the committee for three years.



**From top to bottom:**  
Kirsten Hicks Spira, April Otterberg,  
and Katie McLaughlin



The background is a complex, abstract composition of various textures and colors. It features a large, vibrant blue area on the right side, transitioning into green and yellow on the left. There are also patches of purple and red, particularly in the bottom-left corner. The overall effect is that of a layered, multi-colored surface, possibly a piece of art or a digital background.

# TEAMS



**Above:** At a press conference on November 28, 2020, community leader Aracelia Cook tells the press about her neighborhood’s ongoing struggle to recover from the Thanksgiving Sewage Backup of 2019. New York City Council Member Adrienne E. Adams (pictured left) also spoke at the rally and demanded just settlements for victims. Photo courtesy of Natalie Bump Vena.

## FIRM JOINS PRO BONO EFFORT TO HELP RESIDENTS STRUGGLING ONE YEAR AFTER SEWAGE BACKUP

Jenner & Block joined a coalition of law firms helping residents in South Ozone Park, Queens, New York. In November 2019, governmental infrastructure failure caused a sewage backup; a year later, many community members still struggled to navigate the city’s claims and compensation system as they tried to rebuild their lives and homes.

Working with the New York Lawyers for the Public Interest, the firm is helping families pursue their claims with the New York City Comptroller’s office, the government entity charged with administering their claims and fully compensating them for their losses.

Several local media outlets reported on what NYLPI calls the South Ozone

Park Sewage Legal Assistance Project. Among those with coverage were NY1, CBS, and NBC. An NYLPI press release also detailed the situation.

The team that is partnering with NYLPI on this project includes Partner [Mélida Hodgson](#) and Special Counsel [David Sussman](#).

# LAWYERS WITHOUT BORDERS

## TEAM HELPS LAWYERS WITHOUT BORDERS CONDUCT ANALYSIS ON TRAFFICKING

In 2020, [Lawyers Without Borders](#) asked the firm to conduct an in-depth analysis on wildlife trafficking and organized crime and whether there has been an impact since the start of the coronavirus pandemic, particularly in Africa, South America, and Asia.

After diligent research by a cross-office team including Partner [Christine Braamskamp](#), Staff Attorney [Angelina Smith](#), and Paralegal Neha Patel, the team found that while there were travel bans and trade restrictions in effect that limited the move of goods and people, organized crime found ways to adapt operations and continue wildlife trafficking. This includes finding alternative methods of transportation and increasing online wildlife trading and selling. The team recommended a focus on education to curb demand, as well as a focus on effective investigative tools to detect unlawful trading practices.



From left to right: Terri Mascherin and Katie McLaughlin

## PARTNERSHIP YIELDS ASYLUM FOR PRO BONO CLIENT

In March, US Citizenship and Immigration Services granted asylum to our pro bono client whom we have represented since 2017. We took on his case as part of our pro bono partnership with GCM Grosvenor and the National Immigrant Justice Center.

Our client, who is gay, was fleeing persecution in Nigeria, which is hostile to LGBTQ persons. While traveling to the United States on a tourist visa, our client had contacted the NIJC and applied for asylum on the ground that he was persecuted in his home country due to his sexual orientation.

NIJC asked Jenner & Block and GCM Grosvenor to prosecute the asylum petition. Jenner & Block Partners [Terri Mascherin](#) and [Katie McLaughlin](#) led the team, along with Tony Neuhoff from GCM Grosvenor. Associates [Christina Lopez](#) and [Emily Merrifield](#) provided crucial support on the case.

GCM Grosvenor has partnered with Jenner & Block in other ways to advance our shared interest in LGBTQ inclusion issues. These include presentations from Jenner & Block lawyers to the company's Pride Alliance on LGBTQ issues before the US Supreme Court and best practices in developing a pronoun policy.



## Transgender Legal Defense & Education Fund

### TEAM REPRESENTS TRANSGENDER CLIENT IN FIRM'S FIRST NAME CHANGE HEARING

Securing a legal name change is an important step toward making a transgender individual's legal identities match their lived experience, including being able to update their government IDs, birth certificates, and government benefits. A lack of appropriate identity documents can deter people from applying for jobs, school, and public benefits, and can lead to discrimination.

In April, Department Counsel [Allison Glover](#) and Staff Attorney [Anthony Nguyen](#) successfully represented a transgender client in the firm's first name change hearing.

The team was introduced to the client through the firm's partnership with the [Transgender Legal Defense](#)

[& Education Fund](#) and its Name Change Project, which provides pro bono legal name change services to low-income transgender, gender non-conforming, and non-binary people.

Allison and Anthony delivered excellence each step of the way, taking time to get to know their client, building trust and a strong rapport with her.

"While seeming perfunctory from a legal standpoint, personally and emotionally embarking on a name change is also momentous for the client," the team noted.

Despite the pandemic – and the client's internet challenges – Allison and Anthony fully prepared their client for the hearing so that she was comfortable

with the questions the judge would ask. As a result, the client effectively and succinctly answered all questions from the judge, who then granted her legal name change petition. The team also secured certified copies of the court order so the client can make necessary changes to identification documents.

Partner [Gail Morse](#) supervised the team. Pro Bono Counsel Nura Maznavi was instrumental in establishing the partnership with TLDEF. The team also received valuable assistance from Docketing Assistant Dylan Doppelt.

Anthony and Allison have taken the lead in using their experience in this first case to offer training sessions for name change petitions to other firm lawyers.

# DEFENDING THE RIGHT TO VOTE

**Equal access to voting is the foundation of democracy, and for decades, Jenner & Block lawyers have been involved in landmark election law cases, defending access to the ballot. This past year has been no different. We have represented voters, voting rights organizations, and elected officials in fighting to protect the right to vote.**

Following is just a sampling of the matters our lawyers have handled since June 2020.

In March 2021, Partner [Jessie Amunson](#) argued before the US Supreme Court in *Brnovich v. Democratic National Committee*, a case described by *The New York Times* as “the most important voting rights case in almost a decade.” While the decision is not what we had hoped for, the Court did not give petitioners what they wanted either. The petitioners tried to get the Court to question the constitutionality of the Voting Rights Act and render it inapplicable to a broad swath of election laws, but the Court did not suggest any constitutional problem, and it affirmed that facially neutral election laws remain subject to challenge. In addition to Jessie, the team also included Partners [Sam Hirsch](#) and [Tassity Johnson](#), Associates [Noah Bokat-Lindell](#) and [Alex Langlinais](#), and former associate Elizabeth Deutsch.

Jenner & Block also represented Fair Fight Action and a number of Black churches in challenging numerous aspects of Georgia voting law. We have assisted the organization in preparing a report to Congress on voting discrimination in Georgia and the need to modernize the VRA. The report provides data showing that Georgia has continued to act in violation of the Constitution and the VRA, and provides evidence to show that voters in Georgia need Congress to act swiftly to pass the Voting Rights Advancement Act. As Fair Fight Action concludes, the United States portrays itself as a world leader in civil and human rights, and yet the evidence in the report demonstrates that governments within the United States continue systematically to disenfranchise their own citizens based on race. The team included Partners [Ishan Bhabha](#), [Kali Bracey](#), [Jeremy Creelan](#), [Elizabeth Edmondson](#), and [Laura Hulce](#) and Associates [Thomas Bullock](#), [Allison](#)

[Douglis](#), [Andrew Elliott](#), [Victoria Hall-Palerm](#), [Keturah James](#), [Urja Mittal](#), [Bina Peltz](#), [Kelsey Stimple](#), [Erica Turret](#), [M.J. Wayne](#), and [Katie Wynbrandt](#).

Days before the 2020 US presidential election, Jenner & Block filed a lawsuit on behalf of the nation’s largest healthcare workers’ union against Postmaster General Louis DeJoy, claiming he made “illegal and unprecedented changes” to USPS policies that would delay ballots and disenfranchise voters in Florida. The lawsuit came as Americans were voting by mail in large numbers because of the COVID-19 pandemic. As a result of the litigation, we won an agreement requiring USPS to provide detailed arrangements for the transfer of ballots directly to election officials before 7 p.m. on Election Day, and requiring USPS to report daily to our team if there were material departures from the agreed procedures. The agreements became part of an order issued by the court on October 29 requiring USPS to issue “all clear” certifications from all postal facilities in Florida’s 10 largest counties by 8 a.m. on Election Day. Led by Partner [David Bradford](#), the team included Partners [Dan Weiss](#) and [Ashley Schumacher](#) and Associates [Nayiri Pilikyan](#) and [Christopher Sheehan](#).



## US SUPREME COURT CITES FIRM'S AMICUS BRIEF IN DENIAL OF CERT OF US MILITARY DRAFT CASE

Since 1948, the Military Selective Service Act has authorized the President to require only men – but not women – to register for the draft. The ACLU and co-counsel filed a case before the Supreme Court asking the Court to declare the Act unconstitutional.

In June, the Supreme Court denied cert to a petition seeking to end the male-only military draft. However, three US Supreme Court Justices noted

that it's up to Congress to make that change, citing the firm's amicus brief.

In a joint statement, Justices Sonia Sotomayor, Stephen Breyer, and Brett Kavanaugh acknowledged that “the role of women in the military has changed dramatically” since the last time the high court ruled on the issue in 1981 and that “thousands of women have served with distinction in a wide range of combat roles.”

Citing a brief that a Jenner & Block team filed on behalf of a prominent group of retired generals, admirals, and other flag officers, the justices highlighted the fact that “women

have passed the military's demanding tests to become US Army Rangers, Navy SEALs, and Green Berets.”

Associate [Laurel Raymond](#) prepared the brief, arguing that the draft should include both men and women, highlighting the achievements, contributions, and sacrifices women have made in the service of the nation, and recognizing that drafting women alongside men will improve the nation's military readiness. Partners [Lindsay Harrison](#), [Todd Toral](#), and [Previn Warren](#), Associate [Noah Bokat-Lindell](#), and Senior Paralegal Cheryl Olson provided input and support.





## ENERGY PRACTICE CLIENT HAILS SUCCESS BEFORE FERC AS “COMPLETE WIN”

Led by Partner [Suede Kelly](#), the firm’s Energy Practice represented Bonneville Power Administration, a federal power marketing administration in the Pacific Northwest, in a hotly contested and ultimately successful complaint proceeding at the Federal Energy Regulatory Commission (FERC).

Bonneville sought the firm’s counsel when Avista Corporation, a FERC-jurisdictional investor-owned electric utility based in the State of Washington, asserted Bonneville must pay additional electric transmission charges in order to deploy its own, rather than Avista’s, operating reserves—the additional power needed to keep the transmission system running when a power plant unexpectedly goes offline. The firm represented Bonneville in filing a complaint at FERC, arguing that FERC precedent should be read to conclude that self-supplied operating reserves within the transmission system of another transmission owner do not require additional

transmission service from that transmission owner.

In September 2020, FERC agreed that Avista’s policy was unlawful, unjust, and unreasonable. FERC also found that Avista’s policy contradicted its own terms of service and could not be implemented. FERC explicitly granted Bonneville the ability to deploy its operating reserves using the network transmission service that Bonneville had already paid for, “without paying for additional transmission” service. The client hailed the result as “a complete win!”

The victory not only saved Bonneville and its customers millions of dollars but also secured for it the valuable ability to self-supply operating reserves within the transmission systems of others in the Northwest.

In addition to Suede, the team included Partners [Matthew Price](#) and [Zachary Schauf](#). They were supported by Senior Paralegals Cheryl Kras and Cheryl Olson.



## FIGHTING THE CASH BAIL SYSTEM

Jenner & Block filed an amicus brief on April 5 on behalf of the American Bar Association in *Shannon Daves, et al. v. Dallas County, Texas, et. al.*, in support of plaintiffs' challenge to the money bail system of Dallas County, Texas, wherein judges treated pre-set money bail amounts as binding and set bail in closed-door proceedings that sometimes lasted less than a minute. The ABA's brief explained their research and analysis, stating that money bail systems should not operate as de facto pretrial detention

by detaining release-eligible defendants who cannot pay bail, and that money bail systems also must consider nonmonetary alternatives and ability to pay. The ABA argued that money bail systems that do not follow these three principles can result in excessive, unjustifiable pretrial detention that harms the criminally accused and does not serve the fair and proper administration of justice.

For these reasons, the ABA asked the court to clarify that money bail systems

should never operate akin to de facto pretrial detention, should always consider the least restrictive conditions necessary to ensure the accused's release and reappearance, and should always take into account the accused's ability to pay.

The Jenner & Block team includes Partner [Lindsay Harrison](#) and Associates [Grace Signorelli-Cassady](#) and [Alex Cottingham](#), and Paralegal Mary Frances Patston.

## FIRM TEAM FILES LAWSUIT AGAINST NEW YORK CITY ON BEHALF OF HOMELESS NEW YORKERS

In October of 2020, Partner [Dawn Smalls](#) and Associates [Jake Alderdice](#), [Ali Alsarraf](#), and [Cayman Mitchell](#), along with Paralegal Nyema Taylor, partnered with The Legal Aid Society to file a lawsuit pro bono in New York State Supreme Court on behalf of the Coalition for the Homeless and single adult New Yorkers who are experiencing homelessness. The lawsuit is against the City of New York, the Department of Social Services, and the Department of Homeless Services, for failing to take appropriate action to temporarily provide safe shelter for single adults from COVID-19. The class members of this lawsuit have disabilities that put them at higher risk of severe consequences if they were to contract COVID-19. Following our filing, the City placed some members in hotel rooms, allowing them to safely socially distance which literally saved lives. In addition, COVID-19 aside, the hotel rooms provided a necessary shelter accommodation for many with disabilities.

In July of 2021, Dawn, Jake, and Ali, joined by Associate Andrew Elliott and Paralegal Grace Liberman again filed a motion challenging Mayor Bill de Blasio's order to move New Yorkers back to local shelters. Many of these New Yorkers are at high risk of severe consequences from COVID-19 and have been living in single- or double-occupancy rooms in local hotels. By moving them to close living quarters—many of whom are unvaccinated—creates risk of a new super-spreader event. In August of 2021, the team won a second temporary restraining order against the City. In granting this TRO, US District Judge Valerie Caproni of the Southern District of New York paused the moves until the City could come up with a better and more detailed plan, subject to the court's approval, for the remainder of the moves.





## STANDING UP FOR STUDENTS' TRANSGENDER RIGHTS

The key issue in *Adams v. School Board of St. Johns County* was whether the Fourteenth Amendment and Title IX prohibited the school board from denying a transgender male student access to the boys' restroom. Last year, a firm team wrote and filed a brief on behalf of various health care organizations as amici curiae.

The firm's amici brief informed the court, among other things, of the medical consensus regarding what it means to be transgender and the predictable harms to the health and well-being of transgender adolescents when they are barred from restrooms that match their gender identity.

In its decision in August, the Eleventh Circuit concluded that the school board's rules for restroom use violated the student's Constitutional and statutory rights: "A public school

may not punish its students for gender nonconformity" nor may it "harm transgender students by establishing arbitrary, separate rules for their restroom use."

Relying in part on the US Supreme Court's recent decision in *Bostock v. Clayton County*, and citing medical evidence similar to that cited in the firm's amicus brief, the court held that the student "suffered both these indignities" such that the school board violated his rights under the Fourteenth Amendment and Title IX. The win is a victory for transgender rights, and the decision sent a clear message that transgender students must be treated with the same respect given to any other student.

The firm team included Associate [Caroline Cease](#), along with former partner Devi Rao and former associate Zachary Blau.



## FIRM FILES MAJOR INSURANCE COVERAGE LAWSUITS ON BEHALF OF CHICAGO AND NEW YORK RESTAURANTS

The firm filed complaints in Chicago and New York on behalf of a broad and diverse group of restaurants and cultural institutions seeking insurance coverage amid the COVID-19 pandemic. The plaintiffs – owners and operators of well-known restaurants in the Chicago and New York metropolitan areas, as well as national chains and local family-run eateries – asserted claims for business interruption insurance coverage under all-risk commercial property insurance policies.

According to the complaints, the plaintiffs are entitled to payment “for multi-million-dollar business income losses suffered as a direct result of unprecedented state and municipal executive shutdown orders and restrictive reopening orders.” The restaurants argue that the orders caused direct physical

loss or damage to their properties by “physically impairing, detrimentally altering, and rendering them nonfunctional as restaurants and cultural institutions.” The team is led by Partners [Jeremy Creelan](#) and [Gabi Gillett](#) and includes Partners [Precious Jacobs-Perry](#), [David Kroeger](#), [Jan Larson](#), [John Mathias](#), [Caroline Meneau](#), [Megan Poetzel](#), [Jenna Ross](#), [Michael Ross](#), and [Brian Scarbrough](#), and Associate [Josh Levin](#), and former special counsel Seth Agata. Other team members include Associates [Jake Alderdice](#), [Thomas Bullock](#), [David Clark](#), [Melissa Fedornak](#), [Sara Stappert](#), [Michael Linden](#), [Philip Sailer](#), and former associates Camila Connolly, Amy Egerton-Wiley, and Garrett Fitzsimmons; Department Counsel [Allison Glover](#); Staff Attorney [Alex Ghantous](#); and Paralegals Esmeralda Bako, Casey Gioielli, and Fallon McDowell.

## COLLABORATING WITH PLANNED PARENTHOOD IN FIGHT FOR WOMEN'S RIGHTS

In 2017, Planned Parenthood Federation of America and Planned Parenthood of Wisconsin approached Jenner & Block about challenging the constitutionality of three laws passed by the state of Wisconsin that severely restrict women's access to safe and legal abortion care.

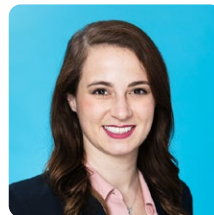
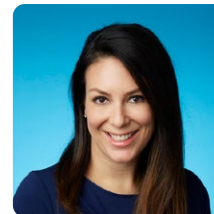
The lawyers filed a complaint against the Attorney General of Wisconsin and other state officials, challenging Wisconsin laws restricting who can provide abortion care in a state with a critical shortage of physicians. The plaintiffs included three advanced nurse practitioners directly impacted by the law and the Medical Director of Planned Parenthood of Wisconsin, as well as Planned Parenthood of Wisconsin itself.

In December, the team conducted a week-long, virtual trial before Judge William M. Conley in the Western District of Wisconsin. The team presented testimony from plaintiffs, the Chief Operating Officer of Planned Parenthood of Wisconsin, and multiple expert witnesses in addition to opening statements and closing arguments. The judge's decision in *Planned Parenthood of Wisconsin v. Kaul* is pending.

The team was led by Partners [Ali Arain](#) and [Lori Day](#) and included Partners [Alison Stein](#) and [Susan Kohlmann](#); Associates [Emily Mannheimer](#), and [Danielle Muniz](#); Paralegal Albert Peterson; former associates Kara Brandeisky and Jessica Martinez; and former paralegal Esmeralda Bako.

# Burdens and Case Law Debated in Close of Wisconsin Abortion Trial

JOE KELLY December 10, 2020



From left to right, top to bottom:

Partners Ali Arain, Lori Day, Alison Stein, and Susan Kohlmann;  
Associates Emily Mannheimer and Danielle Muniz



The background is an abstract, textured composition of various colors. A large, vibrant blue area dominates the right side and bottom. On the left, there are vertical bands of yellow and white, with some purple and red tones at the bottom left corner. The overall effect is that of a dynamic, multi-colored brushstroke or paint application.

# AWARDS AND RECOGNITIONS



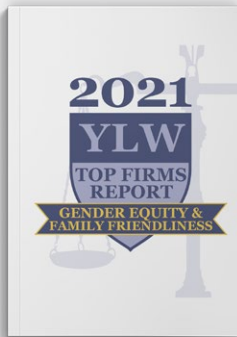
## FIRM EARNS RECOGNITION FROM PROMINENT DIVERSITY AND INCLUSION ORGANIZATIONS

Jenner & Block focuses on hiring and developing lawyers who reflect the multiplicity of cultures, genders, ethnic backgrounds, and viewpoints represented in an increasingly global economy. We also work hard to create an environment where everyone feels included, respected, and able to contribute fully. The result is broader perspectives, better ideas, and more creative legal and business solutions, as well as a supportive and collegial working environment.

It is the right thing to do for our firm, our people, and our clients.

We are fortunate that year after year, Jenner & Block receives industry recognition for these efforts to actively support the diversity of lawyers and professional staff and maintain our inclusive environment.

The past year was no exception. We were honored to receive recognition from three organizations with exceptionally high standards in their measurement of legal industry diversity and inclusion: Yale Law Women, Human Rights Campaign, and Diversity Lab.



In April, Yale Law Women, which seeks to advance the status of women and traditionally underrepresented gender identities at Yale Law School and in the legal profession at large, released its annual report on gender equity and family friendliness in law firms.

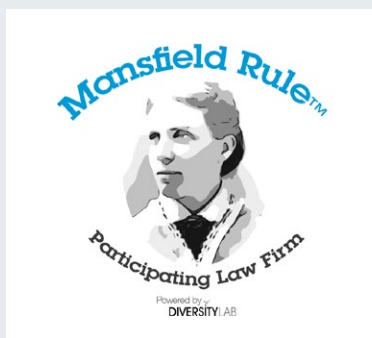
Jenner & Block was the only firm to receive recognition in multiple categories: Top Firms for Training and Mentorship and Top Firms for Part-Time Options.

These recognitions are especially meaningful for us. Providing personnel with mentorship, training, and career advancement is a deeply held belief across the firm ingrained from the first day someone joins us. The firm also offers reduced/part-time schedules that allow our lawyers to balance their personal demands with their working schedules.



Earlier this year, the firm earned a perfect score on the Human Rights Campaign’s 2021 Corporate Equality Index for the “Best Places to Work for LGBTQ Equality.” It marked the 16th consecutive year that the firm has received a 100% score, earning all possible points for criteria such as supporting an inclusive culture through outreach with the LGBTQ community.

The Human Rights Campaign Foundation’s Corporate Equality Index is the national benchmarking tool on corporate policies, practices, and benefits pertinent to lesbian, gay, bisexual, transgender, and queer employees. To earn top ratings, employers took concrete steps to establish and implement comprehensive policies, benefits, and practices that ensure greater equity for LGBTQ workers and their families.



In September, Jenner & Block achieved Mansfield Plus Certification as part of the firm’s participation in the Mansfield Rule initiative, a program designed to increase representation of diverse lawyers in law firm leadership.

Developed by the Diversity Lab in 2016, the Mansfield Rule asks law firms to affirmatively consider at

least 30% women, lawyers of color, LGBTQ lawyers, and lawyers with disabilities for key leadership roles and lateral hires. In 2017, Jenner & Block signed on to participate in the pilot program. In 2018, the firm earned certification and enrolled in the second phase of the program – the Mansfield Rule 2.0 – which expanded the initiative to include LGBTQ lawyers. In 2019, the firm continued its efforts and reached Mansfield Plus certification, then carried the Mansfield Rule forward into 2020.

The certification is the result of the firm’s consistent effort to translate its core value of diversity and inclusion into action, helping to diversify the current and future leaders of the firm in the process.

While the Mansfield Rule is a necessary step for embedding change in the legal landscape, Jenner & Block’s efforts remain ongoing. The firm continues to support an environment that fosters extraordinary talents – a firm where everyone feels included and respected. By supporting and achieving goals as outlined in the Mansfield Rule initiative, the firm can better create the systemic changes needed for long-term inclusivity and equity in the legal profession.

Similarly, receiving these three recognitions and others for our diversity and inclusion efforts is an honor, but we know we still have work to do. We look forward to the ongoing challenge and will continue to do everything we can to make the firm and the legal industry more diverse, inclusive, and equitable.



### **PARTNER MEGAN POETZEL RECOGNIZED BY CHICAGO DAILY LAW BULLETIN / CHICAGO LAWYER MAGAZINE**

Jenner & Block Partner [Megan Poetzel](#) is one of only 50 women named to *Chicago Daily Law Bulletin* and *Chicago Lawyer Magazine's* 2021 "Influential Women in Law." She was selected because of her work mentoring other women in the profession, her successful representations of clients in high stakes disputes, and her continued dedication to pro bono and community service.



**From left to right:** Partners Nicole Allen and Debbie Berman

### **PARTNERS NICOLE ALLEN AND DEBBIE BERMAN NAMED TO THE INAUGURAL LIST OF "MIDWEST TRAILBLAZERS" BY THE AMERICAN LAWYER**

*The American Lawyer* profiled [Nicole Allen](#) and [Debbie Berman](#) in its inaugural list of "Midwest Trailblazers," which highlights lawyers who have made significant marks on practice, policy, and technological advancements in their areas of legal practice.

Nicole was recognized for her work in financial services litigation. In her [profile](#), she notes that the pandemic has contributed to extreme market volatility, and with the new administration's keen focus on regulation and enforcement, she expects a continued increase in financial markets, services, and transactions litigation.

Debbie was recognized for her work on cutting-edge intellectual property matters. Her [profile](#) highlights her work in the seminal inevitable disclosure case, *PepsiCo v. Redmond*, as well as her recent work securing a \$90 million disgorgement verdict in the Hetronic Lanham Act infringement case.

## 21 DIVERSE LAWYERS RECOGNIZED BY CHAMBERS AND PARTNERS

*Chambers and Partners* rank Jenner & Block and our lawyers as among the most outstanding law firms and lawyers in jurisdictions throughout the world. In its 2021 US, UK, Latin America, and Global Guides, *Chambers* recognized 21 diverse lawyers in various practice areas:



From left to right, top to bottom:

[Angela Allen](#), [Tony Barkow](#), [Christine Braamskamp](#), [Charlie Galbraith](#), [Keith Harper](#), [Reggie Hill](#), [Mélida Hodgson](#), [Katya Jestin](#), [Svedeen Kelly](#), [Susan Kohlmann](#), [David Kroeger](#), [Jan Larson](#), [Terri Mascherin](#), [Mike McNamara](#), [Anne Mitchell](#), [Melissa Root](#), [Gay Sigel](#), [Cathy Steege](#), [Howard Suskin](#), [Joe Torres](#), and [Adam Unikowsky](#)



### OY! CHICAGO HONORS ASSOCIATE E.K. MCWILLIAMS IN ITS JEWISH “36 UNDER 36”

Every year, Oy! Chicago names 36 outstanding Jewish adults who make a difference in their professional work, volunteering, and community involvement. Associate [E.K. McWilliams](#) was selected and honored in 2020 for being an advocate in the field of corporate investigations and criminal defense. E.K. is also a Certified Anti-Money Laundering Specialist. E.K. maintains a robust pro bono practice, including defending incarcerated individuals who seek to vindicate constitutional rights.



### ENTERTAINMENT INDUSTRY PUBLICATIONS RECOGNIZE CARISSA COZE FOR MAJOR MEDIA DEALS

In late 2020 and early 2021, two leading entertainment industry publications recognized Partner [Carissa Coze](#), who chairs the firm’s Sports and Gaming Practice, as one of the top dealmakers in the United States.

For the second consecutive year, *Variety* honored Carissa in its annual “Dealmakers Impact Report,” which honors the “top negotiators that have kept Hollywood humming” despite a particularly challenging year.

*Variety* featured Carissa in a [profile](#) with Adam Reiss, Executive Vice President and Deputy General Counsel for Fox Corp., with whom Carissa has partnered on a number of media deals for Fox over the years. Recently, they represented Fox in its \$440 million acquisition of Tubi TV, a leading ad-supported streaming service. For Tubi TV, the deal has been a transformative investment, and for Fox, it has positioned the company to compete in the direct-to-consumer space. “The substantial growth in Tubi’s total view time and advertiser base since the acquisition evidences the need that enhancing this streaming service has helped to fill while our audiences have faced the unique challenges of 2020 which, in that context, makes this deal a little more meaningful to us,” Carissa and Adam told *Variety*.

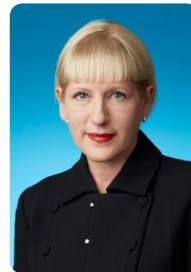
*The Hollywood Reporter* also recognized Carissa as a “Top Dealmaker in Hollywood” for her work on the Tubi deal, as well as her leading role in a first-of-its-kind national media and sports betting partnership between Fox and The Stars Group announced in 2019.

## FOUR NEW YORK OFFICE LAWYERS NAMED AMONG *CRAIN'S* NOTABLE WOMEN IN LAW

Partner [Mélida Hodgson](#), Co-Managing Partner [Katya Jestin](#), and Partners [Dawn Smalls](#) and [Alison Stein](#) were recognized as [Notable Women in Law](#) by *Crain's New York Business*. The publication chose the “impressive attorneys not only for their skills and accomplishments, but for their efforts to shore up the edifice of justice.”



[Mélida's profile](#) highlights her experience resolving international treaty and commercial arbitration disputes as head of the firm's New York International Arbitration Practice. The profile also notes that she has defended several countries in investment arbitration, including representing Venezuela, Panama, Peru, and Sierra Leone in International Centre for Settlement of Investment Disputes matters.



[Katya's profile](#) highlights the range of her investigations, compliance, and defense practice, “from global compliance risk to #MeToo.” The profile also notes her previous work as an assistant US attorney and a supervisor in the criminal division of the Eastern District of New York.



[Dawn's profile](#) credits her “wealth of experience in law, government, and politics” for her exceptional work providing strategic counsel to clients on legal, policy, and regulatory matters. The profile highlights her role as the monitor of a preeminent financial institution and her past representation of more than 90,000 au pairs in connection with minimum-wage violations.



[Alison's profile](#) recognizes her as a “top-tier practitioner of intellectual property law.” A co-chair of the firm's Content, Media, and Entertainment Practice, Alison's “bevy of industry awards” are also highlighted in the profile.

## PARTNER LINDSAY HARRISON RECOGNIZED FOR HER IMPACTFUL WORK

Over the past year, Partner [Lindsay Harrison](#) earned recognition through a variety of awards and recognitions about her many landmark career achievements.

In September, *The National Law Journal* named Lindsay a “DC Trailblazer.” The publication’s [profile](#) of Lindsay notes her successful work as lead lawyer in the US Supreme Court case challenging the Trump administration’s rescission of the Deferred Action for Childhood Arrivals program, or DACA. Lindsay is also honored for her leadership role at the firm, including her work on the firm’s response to the pandemic.

In October, *Washington Business Journal* honored Lindsay with its “Business of Pride” award, recognizing leaders who support and promote the LGBTQ communities by making a difference in the workplace. In her [profile](#), the *Journal* noted Lindsay’s involvement with the firm’s LGBTQ Forum affinity group, as well as her experiences working on landmark cases, such as *Lawrence v. Texas* (which she worked on as a summer associate), and strategizing with advocacy

groups about challenges to anti-transgender legislation.

In February 2021, the American Academy of Appellate Lawyers announced that it had elected Lindsay to become a Fellow in recognition of her significant appellate achievements. Founded in 1990, the Academy recognizes outstanding appellate lawyers and promotes the highest standards of professionalism and advocacy in appellate courts. Membership is limited to only 500 members in the United States.

In honor of Women’s History Month earlier this year, the University of Southern California’s Dornsife College of Letters, Arts and Sciences featured Lindsay in an [article](#) celebrating five USC Dornsife alumnae who have “made their mark on history.” The profile highlighted her leadership on the DACA case. “I’ve always been raised with a recognition of how immigration enriches the American experience, and how it’s really important to the character of our country,” Lindsay told the publication. “To see some devaluing of that over the last few years has been disheartening. I’ve really wanted to fight back against that.”





From left to right: Partners David Pressman and Dawn Smalls

## DAVID PRESSMAN AND DAWN SMALLS LISTED IN *THE AMERICAN LAWYER'S* "NORTHEAST TRAILBLAZERS"

*The American Lawyer* placed a spotlight on lawyers who are truly “agents of change” in its inaugural list of “Northeast Trailblazers”, including Jenner & Block’s [David Pressman](#) and [Dawn Smalls](#).

In a Q&A with the publication, David [noted](#) that he manages legal crises for clients facing existential threats. Reflecting on his service as an ambassador representing the United States on the United Nations Security Council, David recalled that “I spent years as the representative of the United States locked in a room negotiating some of the thorniest international issues with the Russians and Chinese amongst others. This perspective, coupled with a very uncertain geopolitical moment, has rooted my commercial practice in tackling big, multifaceted problems for those victimized by powerful adversaries.”

In her Q&A, Dawn [described](#) past successes such as representing a class of over 90,000 au pairs in one of the largest FLSA class actions on record, an action that changed the way the au pair industry works. “I have sought roles in government, politics, and philanthropy because of the power of each to advance change and make impact. That is the overarching principle that I’ve brought to my practice and the cases I’ve led,” she said.



From left to right: Partners David Kroeger and Ali Arain

## CRAIN'S HONORS TWO PARTNERS AS NOTABLE LGBTQ LEADERS

For two consecutive years, *Crain's* selected firm partners for its list of Notable LGBTQ Leaders.

In 2020, *Crain's Chicago Business* recognized Partner [David Kroeger](#), co-chair of the firm’s Insurance Recovery and Counseling Practice as well as its Reinsurance Practice. Included among 56 executives that champion diversity and inclusion, David’s profile highlighted his involvement with the firm’s Diversity and Inclusion Committee and LGBTQ Forum, “advocating for LGBTQ rights and mentoring younger lawyers.” He was also recognized for his efforts with a firm team that counsels companies with insurance matters involving COVID-19 and various governmental shutdown and stay-at-home orders.

In 2021, *Crain's New York Business* recognized Partner [Ali Arain](#) as one of 58 honored leaders. Ali’s profile noted that he uses his deep litigation experience not only to represent high-profile clients of the firm, but also to give back to the community. The profile recognized his pro bono work, including his role as lead counsel in a constitutional challenge to Wisconsin’s reproductive rights laws and his work assisting victims of Superstorm Sandy. The profile also noted his leadership within Jenner & Block’s COVID-19 Task Force, which supports clients as they navigate the pandemic.





### **PARTNER JOE TORRES HONORED BY CRAIN'S**

Jenner & Block Partner [Joe Torres](#) is included in *Crain's Chicago Business'* list of "Notable Minorities in Accounting, Consulting & Law." In a [profile](#), *Crain's* notes that Joe is chair of our ERISA Litigation Practice and co-chair of our Labor and Employment Practice. The publications highlights Joe's Ninth Circuit victory on behalf of Abbott Laboratories in an ERISA matter and adds that he is handling several ERISA class actions for clients in federal courts. Joe serves on our Management Committee and Associate Development and Evaluation Committee, and he is co-chair of our Hispanic Lawyers Forum.



### **JULIAN SPEARCHIEF-MORRIS HONORED WITH UNIVERSITY OF LETHBRIDGE'S YOUNG ALUMNUS OF THE YEAR AWARD**

Julian was born and raised in Lethbridge, in Alberta, Canada, and received his undergraduate degree from the University of Lethbridge, which noted that Julian was not only a stellar academic, earning the highest cumulative GPA of his program's graduating class, but he was also a standout on the Pronghorn men's basketball team. Julian later earned his law degree from Harvard Law School and became the first Indigenous president of the Harvard Legal Aid Bureau, a highly selective honor society helping low-income clients on a variety of legal matters. Julian devoted over 1,200 hours of pro bono work as a law student.



Top to bottom: Camillie Landrón and Carla Weiss

## LAW360 NAMES TWO SPECIAL COUNSEL AS “RISING STARS”

Special Counsel [Camillie Landrón](#) and [Carla Weiss](#) were recognized by *Law360* as 2021 “Rising Stars” in the Telecommunications and Government Contracts categories, respectively. Rising to the top of more than 1,400 submissions, they joined 180 lawyers under the age of 40 whose “legal accomplishments transcend their age.”

Camillie was one of four lawyers recognized in the Telecommunications category. In its [profile](#), *Law360* noted her work helping Charter Communications apply to the FCC’s \$20.4 billion Rural Digital Opportunity Fund, which funds projects that increase broadband access. Camillie also told *Law360* that she is hopeful that the legal industry will become more diverse and inclusive over the next decade. “I think that people are finally starting to acknowledge that giving opportunities to people with

different backgrounds and experiences is both the right thing to do, period, but also the right thing to do to get the best possible results, which is what we’re all aiming for,” she said.

Carla was one of five lawyers honored in the Government Contracts category. In its [profile](#), *Law360* highlighted Carla’s role in a case that reshaped the contracting landscape for veteran-owned companies before helping a veteran-owned firm secure a major contract win. Carla also encouraged new practitioners to consider doing government contracts work, where legal teams tend to be smaller and young lawyers often get to take on high levels of responsibility early in their careers.

“It’s actually a remarkable way to do a lot of really high-quality work, really quickly, that’s going to be incredibly gratifying,” Carla told *Law360*.



## GLOBAL INVESTIGATIONS REVIEW SPOTLIGHTS KEISHA STANFORD IN ITS WOMEN IN INVESTIGATIONS FEATURE

Partner [Keisha Stanford](#) earned recognition as one of *Global Investigations Review's* 100 Women in Investigations, which highlights “remarkable women in the profession” who are “achieving great things in a competitive and notoriously tough area of law.”

In a Q&A [profile](#), Keisha highlighted the biggest challenges, achievements, and fulfilling aspects of her career in investigations. The profile also notes how, as a Black woman in investigations, she overcame finding herself “in rooms where no one else looks like me.”

“Early on in my career, that experience was somewhat daunting,” Keisha told *GIR*. “However, I’ve always had wonderful mentors and sponsors who supported me and provided me with opportunities to gain unique and invaluable experience. Having had those opportunities and, as a result, knowing that I was prepared and knowledgeable, allowed me to grow as a lawyer and to be successful in my practice.”



## MÉLIDA HODGSON RECOGNIZED FOR LEADERSHIP IN ARBITRATION

Partner [Mélida Hodgson](#) won spots on two prestigious lists of international arbitration lawyers, highlighting her position as a thought leader in arbitration and also as one of the leading Black arbitration lawyers.

In *Who's Who Legal's Thought Leader's – Arbitration 2020*, Mélida discussed what inspired her to specialize in arbitration and commented on proposals for a multilateral investment court, challenges tribunals face when handling corruption claims, and the impact of climate change on commercial claims. She also encouraged experienced lawyers to play a role in the development of newer lawyers. “You need to find ways to give younger lawyers the opportunity to have

leading roles, in both the written and oral stages of proceedings,” she told *Who's Who Legal*.

[The New List – Arbitrators of African Descent](#) is a directory of arbitration professionals including lawyers, independent practitioners, former judges, and academics, whose international dispute resolution practices have a connection to the United States. The guide was created in response to a perceived shortage of African American arbitrators, highlighted by a dispute against the American Arbitration Association over a lack of diversity on its roster. “Hopefully it provides those looking for colleagues, counsel, and arbitrators with a larger pool of options,” Mélida told *Global Arbitration Review*.

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# Thank you for reading this year's *Equal Time*.

While I hope you found the report to be an engaging and easy read, we recognize that global events over the past year were anything but. Jenner & Block remains strong, but many people still bear lasting effects of the pandemic. Diverse professionals across industries, particularly women of color, faced setbacks in areas where progress was hard fought over the course of many years.

As a firm, we can't accept these setbacks. For 20 years, our *Equal Time* report has highlighted the firm's relentless work advocating for diversity in the legal industry and society. For 20 years, *Equal Time* has featured the people, the cases, and the programs that celebrate this core value. But as gratifying as it is to look back at our history, it's important to look ahead.

After 20 years of highlighting our diversity, equity, and inclusion efforts on these very pages, now more than ever is the time to live by these values.

As we emerge from events of the past year and look toward the end of 2021, and in the years beyond, we commit to doing even more to ensure diversity, equity, and inclusion in our firm and the legal profession. Our work will not stop.



SUSAN KOHLMANN  
Chair, Diversity and Inclusion Committee  
Member, Policy Committee  
Office Managing Partner, New York



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