

FOCUS ON DIVERSITY 2014

FIRM LOOKS BACK AT PROUD HISTORY OF COMMITMENT TO DIVERSITY AND INCLUSION

This year, as we mark the centennial anniversary of the founding of Jenner & Block in Chicago and look back at the history and evolution of the firm, we are proud that the firm has become known for its commitment to diversity and inclusion in the workplace, the legal profession and society-at-large.

One hundred years ago, the term “diversity” within the legal profession referred mainly to religious – and political – diversity, something our founding partners Jacob Newman, Conrad Poppenhusen and Harry Stern exemplified. In the late 1940s, John Paul Stevens, later U.S. Supreme Court Justice John Paul Stevens, noted that he was “favorably impressed” with the Poppenhusen firm because, contrary to most successful firms in Chicago at the time, it had several Jewish lawyers. In his book, *Five Chiefs: A Supreme Court Memoir*, Justice Stevens recounts that when he – a Protestant Republican from Chicago’s South Side – was hired by the firm, the other associates hired included a Jewish political independent from Chicago’s North Shore and a West Side Catholic who was a Democratic precinct captain. Albert Jenner was the son of a Catholic policeman and a staunch Republican; Samuel Block was the son of a Jewish department store proprietor and a liberal Democrat.

As notions of diversity and inclusion expanded to encompass women, ethnic and racial diversity, sexual orientation and gender identity, Jenner & Block continued to stand out as a leader. The firm had women and African American partners in the very early 1970s, when this was almost unheard of in the profession.

Ada Cooper, a former partner who joined the firm in 1985, just out of law school, recently recalled that, even as late as the 1980s, “generally... in the law your race mattered.” However, at Jenner & Block, being an African American woman was “empowering and emboldening,” Ada said. She considered herself “fortunate enough to work with people while I was there who I think saw the inherent value of diversity. Not just...for the sake of economic expedience...but that it was something that we wanted to nurture... because it was the right thing to do...I was given those opportunities because having diversity made us better as a firm.”

Today, Jenner & Block’s commitment to diversity and inclusion is a core value, set down in writing and embodied in the life of the firm. Our efforts are guided by a Diversity & Inclusion Committee, which was formed more than 20 years ago. The committee includes senior partners and firm leaders. It works closely with all firm departments, but, particularly with the Hiring Committee and Talent Development team. The committee’s Associate Board provides a way for associates to participate in planning and executing diversity and inclusion goals and programs. Among other things, the Associate Board hosts events that promote inclusion and facilitate relationship building.

The firm also has five affinity groups – the African American Affinity Group, the Asian Forum, the Hispanic Lawyers Forum, the LGBT Forum and the Women’s Forum – that provide opportunities for networking, mentoring and professional development for their members.

Since 2001, the firm has hosted an annual Diversity Dinner each summer, attended by summer associates and attorneys from all four offices. Each year, a keynote speaker has been featured. Through the years, these have included national leaders, members of the judiciary and others who inspired and motivated those who heard them.

Among them have been Carol Moseley-Braun of Illinois, the first African American woman elected to the U.S. Senate; retired U.S. District Court Judge George Leighton, the first African American judge to sit on the Illinois Appellate Court; Columbia University Law Professor Ted Shaw, then-head of the NAACP Legal Defense Fund; civil rights icon and activist Ruby Bridges; Michele Coleman Mayes, one of America’s top black lawyers and most influential general counsel; Camilla Taylor, Lambda Legal’s National Marriage Project Director; and U.S. District Court Judge Ruben Castillo, the first Hispanic federal judge in Illinois and Jenner & Block alumnus. In 2003, President Obama, then a little known Illinois state senator, was the guest speaker. The 2014 speaker was Desiree Rogers, CEO of Johnson Publishing Company, publisher of *EBONY* and *JET* magazines.

Calling this hallmark evening “one of my favorite events of the summer,” a summer associate noted that the dinner “exemplifies what makes Jenner & Block such a special firm.” ■■

- 1914** Newman, Poppenhusen & Stern was founded on January 1. Fifty-five years and nine names later, the firm became known as Jenner & Block
- 1920** American Civil Liberties Union founded
- 1954** *Hernandez v. Texas*: U.S. Supreme Court rules that Fourteenth Amendment guarantees equal protection to all racial and ethnic groups, not just blacks and whites
- 1954** *Brown v. Board of Education*: U.S. Supreme Court determines that “separate but equal” policy in schools violates the Constitution
- 1963** Albert Jenner attends meeting of bar leaders called by President Kennedy to “discuss ... the nation’s civil rights problem.” The group becomes the Lawyers’ Committee for Civil Rights Under the Law; Jenner serves as national co-chair from 1975-1977.
- 1964** Civil Rights Act passed
- 1965** Voting Rights Act passed
- 1982** Jenner & Block opens Washington, DC office
- 2001** Firm receives MALDEF Legal Services Award
- 2003** *Grutter v. Bollinger* and *Gratz v. Bollinger*: U.S. Supreme Court relies on amicus brief filed by Jenner & Block on behalf of 65 major companies in upholding University of Michigan’s affirmative action admission policies
- 2004** *Thompson v. HUD*: After nine years of litigation, firm wins victory for Baltimore public housing residents alleging federal agencies violated the Fair Housing Act
- 2005** Jenner & Block opens New York office
- 2005** Firm’s African American Affinity Group, Asian Forum and Hispanic Lawyers Forum created
- 2006** Voting Rights Act reauthorized
- 2008** First African American U.S. President elected
- 2009** Jenner & Block opens Los Angeles office
- 2014**



Reena R. Bajowala

DIVERSITY ORGANIZATIONS HONOR BAJOWALA AND HILL

Partners Reena R. Bajowala and Mercedes M. Hill were named to Lawyers of Color's second annual "Hot List" of early to mid-career minority attorneys under 40 who are excelling in the legal profession. They were among only 100 minority attorneys from the Midwest Region to be recognized. This was the second time Mercedes was selected, having also made the inaugural list in 2013.



Mercedes M. Hill

Reena also was named a "Most Powerful & Influential Woman" of 2014, by the Illinois Diversity Council. The award recognizes high-ranking female executives in various industries in Illinois who demonstrate leadership excellence and who have not only achieved personal success but who

"have made it possible for others to more easily follow in their footsteps." ■■



Jolene E. Negre

NEGRE NAMED A 2014 LCLD FELLOW

Partner Jolene E. Negre was selected for the 2014 Fellows Program of the Leadership Council on Legal Diversity (LCLD), a national organization made up of the legal profession's top general counsel and managing partners. Jolene, a member of the firm's

Corporate Department and Content, Media & Entertainment Practice, joins a class of more than 170 attorneys—the largest in the program's history. Launched in 2011, the LCLD Fellows program focuses on relationship building and leadership skills. Over the course of the year-long program, participants have the opportunity to network with and learn from top leaders in the legal profession and participate in corporate learning experiences. ■■



S. Tony Ling

NATIONAL DIVERSITY COUNCIL HONORS LING

Partner S. Tony Ling will receive the Multicultural Leadership Award from the National Diversity Council during its Illinois Leadership Conference in October in Chicago. The award recognizes individuals of

color who have made a difference through their achievements and have excelled in their field. Tony is a member of the firm's Employee Benefits & Executive Compensation Practice, focusing his practice on the executive compensation and employee benefit aspects of mergers and acquisitions. He serves on the firm's Diversity & Inclusion Committee and is the founder of the firm's Asian Forum. Active in the Chicago-area Chinese community, Tony contributes *pro bono* legal representation and serves on the board of the Chicago Dragons Athletic Association, which provides athletic and cultural activities for Chinese youth. Tony was also recently named to the Board of Directors of the Chicago Legal Clinic, a major provider of community-based legal services to the underserved and disadvantaged in the Chicago area. ■■



Eddie A. Jauregui

JAUREGUI SELECTED AS A "BEST LGBT LAWYER UNDER 40"

Associate Eddie A. Jauregui was selected as a 2014 "Best LGBT Lawyer Under 40" by the National LGBT Bar Association. The annual award, now in its fifth year, recognizes 40 LGBT legal professionals

under the age of 40, from across the country, "who have distinguished themselves in their field and demonstrated a profound commitment to LGBT equality." As a member of the firm's White Collar Defense and Investigations Practice, Eddie has played a significant role in expanding the firm's international footprint, working on internal investigations as well as on a variety of high-profile proceedings, including representing clients in the United States and overseas (Japan) in matters involving the Department of Justice. In addition, he maintains an active pro bono practice, participates in organized bar activities and is a member of the firm's Associate Board of the Diversity & Inclusion Committee. ■■



Kenneth K. Lee

LEE SELECTED AS A "TOP LAWYER UNDER 40" AND APPOINTED TO LAW360 EDITORIAL BOARD

Partner Kenneth K. Lee was named one of the *Daily Journal's* "Top 20 Lawyers Under 40" – one of California's "emerging legal leaders." A profile of

Ken that was published on January 29, 2014, focused on his successes defending class action lawsuits in the food industry. As a member of the firm's Complex Commercial Litigation and Class Action Practices, Ken has achieved dismissals of claims and denials of class certification in numerous consumer class action suits. He also has successfully defended Fortune 500 companies against securities fraud and breaches of fiduciary duty claims and handled insurance coverage disputes, among other complex commercial cases. Ken was recently selected to be a member of *Law360's* Privacy & Consumer Protection editorial advisory board. ■■



Blake P. Sercye

SERCYE REAPPOINTED TO ILLINOIS MEDICAL DISTRICT COMMISSION

Associate Blake P. Sercye was reappointed by Illinois Governor Pat Quinn to the Illinois Medical District Commission (IMDC). The IMDC is a seven-member body charged with operating, assembling

and redeveloping land to enhance the Illinois Medical District, the largest urban district in the nation. The district includes 560 acres of medical research facilities, labs, a biotech business incubator, raw development area, universities and more than 40 healthcare related facilities. Blake was one of five new appointees in 2012; his new term expires in 2018. ■■

NEW PARTNERS IN 2014



Jolene E. Negre

Jolene E. Negre is a member of the Corporate Department and the Content, Media & Entertainment Practice. She represents public and privately held companies in a broad range of corporate and securities transactions, including mergers and acquisitions, joint ventures, strategic investments, public equity and debt securities offerings, technology acquisitions, and venture capital and private equity financings. Jolene also counsels companies regarding securities regulation, corporate disclosure, corporate governance, and other corporate and securities matters.



Tarsha A. Phillibert

Tarsha A. Phillibert is a member of the Litigation Department and the White Collar Defense and Investigations Practice. Her practice includes counseling individuals and companies in criminal, regulatory and complex civil matters. Tarsha's civil litigation experience includes securities, copyright and employment matters, as well as appellate advocacy in both federal and state courts. In 2012, she was selected as a "Rising Legal Industry Star" by Diversity & the Bar, the publication of the Minority Corporate Counsel Association.



From left: Managing Partner Terrence J. Truax, Amber Van Houten, Diversity & Inclusion Committee Chair Susan J. Kohlmann, Zachary Adorno, Nikita Patel, Steven Shredl and Chief Talent Officer Charlotte L. Wager

MEET THE FIRM'S 2014 DIVERSITY SCHOLARS

Since 2005, Jenner & Block has provided scholarships to minority first-year law students who have demonstrated strong academic achievement and a commitment to community service. The purpose of these scholarships is to enhance the diverse talent pipeline and promote diversity in the legal profession. Now in its ninth year, the program has provided financial support to dozens of diverse law students, several of whom have gone on to work here.

The 2014 Diversity Scholars have accomplished great things. From serving our country in Afghanistan to creating education resources for inmates, from volunteering with anti-domestic violence organizations to mentoring high school students, these students have served their communities locally and abroad. Habitat for Humanity, Teach for America, the Young Women's Leadership Charter High School and the Chicago Center for Youth Violence Protection are only a few of the organizations with whom they have shared their many talents and abilities.

The 2014 scholars are Zachary Adorno, University of Michigan Law School; Nikita Patel, Northwestern University School of Law; Steven Shredl, University of Illinois College of Law; Amber Van Houten, University of Chicago Law School; and Marcus Williams, Stanford Law School.

In 2012, the firm established the Grant R. Folland Memorial Scholarship, in memory of a Jenner & Block associate and University of Chicago Law School graduate who died in 2010. The scholarship is awarded to a rising second- or third-year University of Chicago law student who embodies an ongoing commitment to LGBT civil rights. The 2014 Grant Folland Scholar is Brittany Ellenberg. ■■

DIVERSITY & INCLUSION SPEAKER SERIES

Recently, the Diversity & Inclusion Committee launched a Speakers Series, with each office inviting guests to speak about contemporary issues related to diversity. The New York office kicked off this year's series with a presentation by Clarissa Martinez De Castro, director of civic engagement and immigration at the National Council of La Raza. Ms. De Castro spoke on the proposed DREAM Act, federal immigration policy and recent state legislation affecting immigrant communities.

The Chicago office hosted Jenner & Block alum Ruben Castillo, now Chief Judge of the U.S. District Court for the Northern District of Illinois. Judge Castillo was the firm's first Hispanic attorney, the first Hispanic federal judge in Illinois and the first Hispanic individual to serve as Chief Judge of the Northern District.

The series' third speaker was The Hon. Edward C. Prado, of the U.S. Court of Appeals for the Fifth Circuit. Judge Prado, known for participating in mentor programs for minority students in the San Antonio area, was a state district judge and a federal district court judge before being appointed to the federal Court of Appeals.

In Los Angeles, Judge Tony Richardson spoke to the attorneys and summer associates on a number of topics, including his career and path to the bench, his current assignment handling juvenile dependency matters and the importance of diversity – including diversity of thought – on the bench and in the legal profession generally.

D&I Committee Associate Board members Eddie A. Jauregui, Christine I. Lee and L. David Russell, helped coordinate the events in their respective offices. ■■

SHODA DISCUSSES JAPANESE CULTURE WITH LA OFFICE WOMEN ATTORNEYS



Miwa Shoda

The Los Angeles office's Women's Forum hosted a lunch that included an informal discussion led by Special Counsel Miwa Shoda. Miwa, who is a native of Japan, talked to the LA women attorneys about the importance of understanding Japanese culture when working with Japanese clients. She stressed the usefulness of being aware of the differences in perspective and behavior between American and Japanese individuals and provided useful advice about how appreciating cultural differences can help in building relationships with international clients. Miwa is admitted to practice law in both Japan and in the United States. She began her career as bengoshi at Mori Hamada & Matsumoto, one of the largest and most well-respected law firms in Japan. Her practice focuses on representing Japanese companies on various legal matters in the United States, including commercial litigation, antitrust, intellectual property and corporate matters. ■■

FIRM HOSTS URBAN PREP ACADEMY

Jenner & Block hosted students from Urban Prep Academy as part of the school's "Discovering Our City" program. Partner Daniel J. Winters welcomed the students to the Chicago office, noting the firm's long relationship with Urban Prep. Students were taken on tours of the office and participated in a panel discussion featuring Partner Reginald J. Hill and Associates Blake P. Sercye and William L. Von Hoene, who shared insights about their personal backgrounds, paths to the law and legal practices. Finally, the students joined participating attorneys over lunch, where they continued their discussions. Urban Prep is an all-boys charter college-preparatory high school with three campuses on Chicago's South and West Sides. The "Discovering Our City" program is designed to introduce Urban Prep students to local businesses and cultural institutions. ■■



From left: Reggie Hill, "Von" Von Hoene and Blake Sercye speak to Urban Prep students in Chicago office's Moot Courtroom.

AAAG VOLUNTEERS HELP FIFTH GRADERS "DISCOVER CHICAGO"

Members of Jenner & Block's African American Affinity Group participated in a "Discover Chicago" program at the Charles R. Henderson Elementary School on Chicago's South Side. Sponsored by Chicago Cares, a nonprofit that develops and supports volunteer programs to address critical needs in the Chicago area, the program gives fifth-grade students an up-close look at Chicago's history, culture and architecture while encouraging the students to build social skills through cooperative work. The volunteers – Partner Mercedes M. Hill and Associates Precious S. Jacobs, Tamara T. McClatchey and William L. Von Hoene – utilized art projects, books, games and other interactive activities to share their backgrounds with the students and help the students learn about Chicago. ■■



From left: Mercedes Hill, Tamara McClatchey, "Von" Von Hoene and Precious Jacobs at Henderson Elementary School

Illinois Super Lawyers 2014

[Gabriel A. Fuentes](#), Criminal Defense: White Collar

[Philip L. Harris](#), Class Action

[Reginald J. Hill](#), Intellectual Property

RISING STARS

[Mercedes M. Hill](#) Mergers & Acquisitions, [Som P. Dalal](#) Securities Litigation, [Genevieve J. Essig](#) Environmental, [Ravi S. Shankar](#) Insurance, [Anna Barreiro Sutti](#) Securities and Corporate Finance

Southern California Super Lawyers 2014

RISING STARS

[Christopher C. Chiou](#) Business Litigation, [Kenneth K. Lee](#) Business Litigation, [Lisa J. Kohn](#) Media-Advertising, [Kelly M. Morrison](#) Business Litigation, [L. David Russell](#) Business Litigation, [Kate T. Spelman](#) Business Litigation

AWARDS

Chambers USA Award for Excellence in Media & Entertainment Law360 Media & Entertainment Group of the Year



The Content, Media & Entertainment Practice, which includes Partners Carissa Coze and Jolene E. Negre and Associates Marina K. Jenkins, Christine I. Lee and Demetrius A. Warrick won the 2014 *Chambers USA* Award for Excellence in Media & Entertainment, for excelling “above all others in the US legal market over the period 2013-14.” The Practice was also named a *Law360* Media & Entertainment Group of the Year in 2014.

Sargent Shriver National Center on Poverty Law 2014 Corporate Partner Award

Partner Reena R. Bajowala led the trial team whose pro bono work was recognized by the Shriver Center for representing low-income tenants of a Section 8 housing complex in an eminent domain suit brought by the City of Joliet, Illinois. Associates Elin I. Park and Blake P. Sercye were also key members of the team.

The American Lawyer #1 Per Bono Law Firm



The American Lawyer ranked Jenner & Block the #1 firm nationwide for pro bono efforts in 2014, based on results from the 2013 calendar year – 175 average pro bono hours per attorney and 87 percent of our attorneys contributing more than 20 hours to pro bono matters

Seventh Circuit Bar Association Pro Bono Award

Associate Elin I. Park was a member of a firm team that received the Seventh Circuit Bar Association's 2014 Pro Bono and Public Service Award, for its representation of Nicole Harris in the long-running and ultimately successful fight to clear her of her wrongful murder conviction in the 2005 death of her 4-year-old son.

Lawyers' Committee for Better Housing "Law Firm of the Year"

Associate Som P. Dalal is a member of the Young Professionals Board of the Lawyers' Committee for Better Housing (LCBH), which named Jenner & Block its "Law Firm of the Year" for 2013. The recognition came for the firm's significant pro bono contributions to LCBH that "creates an impact well into the future"

In Vault's 2014 survey, Jenner & Block ranked among the top 20 law firms nationally in:



- Overall Diversity **Top 5**
- Diversity – LGBT **Top 5**
- Diversity – Women **Top 10**
- Diversity – Minorities **Top 20**