

WOMEN IN FOCUS 2012-2013

MANAGING PARTNER SUSAN C. LEVY PROFILED IN ABA JOURNAL



Managing Partner Susan C. Levy was featured on the cover of the June 2013 issue of the *ABA Journal* and profiled in an article about women in law firm leadership.

Titled “Meet 6 Law Firm Leaders, Each with a Different Story, Each at the Top of Her Game,” the article examines what it is to be a “woman in charge” in a profession

whose top ranks are strikingly lacking female representation. The six featured leaders who launched themselves “to the highest echelons of law firm hierarchies” each described a unique journey. But one trait they shared was a commitment to reaching the goal of managing a law firm.

Susan told the *Journal* that, when she graduated from Harvard Law School in 1982, she looked for a law firm where other women lawyers already had a strong presence. She found it at Jenner & Block.

“We were one of the relatively few firms with women in leadership positions and women who were business generators ... The women leaders ahead of me ... all helped me in my career because I never felt like I had to be a trailblazer,” Susan said. “That was very helpful and, in retrospect, very important in my advancement.”

VICTORY FOR PRO BONO CLIENT CONVICTED OF MURDER

Partner Sarah Hardgrove-Koleno and Associates Kara L. Kapp and Elin I. Park were on a firm team that achieved an extraordinary victory for pro bono client Nicole Harris. Imprisoned on a 30-year sentence for the first-degree murder of her 4-year-old son, Ms. Harris was released from custody on February 25, 2013, and on June 17, all charges were dropped.

Ms. Harris’ conviction was largely based on a video-recorded confession extracted from her after an exhausting 27-hour police interrogation. The trial also featured several serious errors by the judge, including the exclusion of eyewitness testimony from Ms. Harris’ 5-year-old son that his brother had wrapped the string around his own neck while playing “Spiderman.”

Brought in after trial, the firm unsuccessfully sought post-conviction relief in the state courts and federal habeas relief in the Northern District of Illinois.

However, in October 2012, the Seventh Circuit, reversing the denial of the habeas petition, ordered Ms. Harris released from

Susan also attributed her rise within the firm to the many mentors she had here – including retired partner Joan M. Hall (see Page 3) and Partner Robert L. Graham.

Joan hosted monthly lunches for the firm’s women attorneys where they could share experiences and discuss common issues. She insisted that a portion of each meeting be devoted to business development.

“I remember sitting there as a young associate and asking, ‘Why are we talking about business development? I just want to practice law,’” Susan told the *ABA Journal*. “But Joan ... was ahead of her time, because right now at every firm there’s a big focus on business development.”

Susan’s commercial practice developed as she was starting a family. She made partner in 1989, while pregnant with her son. Then, as her family and practice matured, her career took on a new direction. She wanted to become involved in firm management.

“I was involved in firm committees, but ultimately I really wanted to be on the management committee,” Susan related. When a position on one of the firm’s two top governing bodies opened up, “I finally got up the nerve and walked into the office of the then-managing partner [Bob Graham] and asked to be put on the committee.” Bob appointed her.

Acknowledging that it was a bold move, Susan told the *Journal*, “You’ve got to ask.” ■■

prison unless the state elected to retry her within 120 days. The state appealed to the U.S. Supreme Court.

In February, the team asked the Seventh Circuit to order Ms. Harris released on bond. In a remarkable decision, and with the state’s petition for certiorari pending, the court ordered Ms. Harris released without bond.

Two weeks after the Supreme Court denied the state’s petition, the State of Illinois dismissed the case. ■■

NEWLY ELEVATED PARTNERS

When the firm elevated six women associates to partner this year – 60 % of the 2013 class of partners – it enhanced its already strong record of supporting the advancement of women in the legal profession.

Carrie F. Apfel

Sara Tonnies Horton

Reena R. Bajowala

Jill M. Hutchison

Mercedes M. Hill

Anne P. Ray

LATERAL D.C. PARTNER MARY ELLEN CALLAHAN LAUNCHES NEW FIRM PRACTICE



Since joining the firm in September 2012, Partner Mary Ellen Callahan has been on a ceaseless mission to lead and develop the new Privacy and Information Governance Practice. From writing to speaking to answering media inquiries, Mary Ellen devotes her considerable energies to raising the firm's profile in this fast-evolving area of law.

We asked her to reflect on her position here, where this practice area has been and where it is going.

Women In Focus (WIF): Why this area of law?

Mary Ellen Callahan (MEC): As with most things in my life, I stumbled into privacy when it was first considered to be a separate area of law, in the late 1990s. I worked with a former FTC commissioner who was counseling clients on privacy and consumer protection issues. I really enjoyed the policy and counseling aspect of the practice and the evolving issues.

WIF: What was the biggest adjustment you made in moving from government (as the former chief privacy officer for the U.S. Department of Homeland Security) back into private practice?

MEC: Being chief privacy officer taught me how to best work within a major organization, the equivalent of being in-house.

WIF: Did Jenner & Block's reputation as a leading firm for women factor into your decision to come here?

MEC: Absolutely. Homeland Security was led by two women – Janet Napolitano and Jane Holl Lute – and the fact that Jenner & Block was led by Susan Levy and had a strong reputation as a leading law firm for women were important considerations.

WIF: How do you manage the demands of building your practice and responding to speaking, writing and media requests?

MEC: Given that privacy is such a burgeoning field of law, there are many opportunities to define the issues. To brand Jenner & Block as a go-to law firm for privacy, I have prioritized participating in these requests, particularly in the first several months.

WIF: What are the main misconceptions that your clients have about issues of privacy and "Big Data"?

MEC: Very often, companies are afraid of privacy advice because they are afraid of being told "no." Instead, privacy counselors should work with their clients to try to find a way to accomplish what the client wants, all while protecting privacy.

WIF: Have you ever been the victim of a hacker?

MEC: I have, which is evidence that data breaches can happen even to the most prepared systems or people! Having a plan in place in case of a breach is important for all companies. ■■

WHERE ARE THEY NOW?



Julieanna Richardson

Founder and Executive Director
The HistoryMakers

Chicago alumna Julieanna L. Richardson worked as an associate with the firm in the early 1980s. She left to become the assistant cable administrator for the City of Chicago. She was then promoted to cable administrator and chair of the Office of Cable Communications, where she established the city's regulatory body, the Chicago Cable Commission. Julieanna remained involved in the cable television industry until 1999, when she founded The HistoryMakers, a 501(c)(3) organization that has grown to be the nation's largest African American video oral history archive.

To date, The HistoryMakers' holdings include 2,400 first person narratives (9,000 hours of videotaped testimony) of both well-known and unsung African Americans, creating an unprecedented digital collection describing the contributions of African Americans to history, education, music, law, the arts, science, technology, media, medicine, entertainment, business, the military, politics and sports. Those interviewed include Louisiana Hines, who served as a World War II "Rosie the Riveter" and died this year at the age of 114, to the oldest living black cowboy. Others in the collection include General Colin Powell, Marion Wright Edelman and filmmaker Melvin Van Peebles.

Each year, The HistoryMakers holds several fundraising events in the form of live PBS-TV tapings. In addition to bringing in much-needed funding, these events expose its work to millions of PBS-TV viewers nationwide. Since 2000, artists, political figures and civic and business leaders including Harry Belafonte, Eartha Kitt, Dionne Warwick, B.B. King, Andrew Young, Citigroup Chairman Richard Parsons, Black Enterprise founder Earl Graves, Smokey Robinson, Nikki Giovanni, Xerox Chairman Ursula Burns, Motown founder Berry Gordy and others have been interviewed as part of The HistoryMakers PBS-TV "An Evening With "...series.

In May 2012, Howard University conferred its Honorary Doctorate of the Humanities degree on Julieanna. She serves on the Comcast NBC Universal African American Diversity Council and the Honors Council of Lawyers for the Creative Arts, a Chicago nonprofit that provides pro bono legal assistance to clients in all areas of art, culture, media and entertainment. ■■

FIRM NAMED TO AMERICAN LAWYER A-LIST

Jenner & Block has been named to *The American Lawyer's* A-List for the second consecutive year and the fifth time overall since this recognition was established a decade ago, signifying it again as one of the elite law firms in the United States. The firm earned the No.19 ranking for 2013, up one spot from the previous year. ■■



RETIRED PARTNER JOAN M. HALL RECEIVES PRESTIGIOUS ABA MARGARET BRENT AWARD



Retired partner Joan M. Hall received the American Bar Association's prestigious Margaret Brent Women Lawyers of Achievement Award in August 2012. A prominent commercial litigator throughout her career, Joan is the first Jenner & Block lawyer to receive this honor.

Her list of "firsts" is a long one

Joan joined the firm in 1965, its second woman attorney, and practiced here for 34 years until retiring in 1999. Her list of "firsts" is a long one: first woman litigator and litigation partner at Jenner & Block; first woman chair of the ABA's Section of Litigation; first woman chair of the Chicago Lawyers' Committee for Civil Rights; first appointed woman board member of

the Illinois Sports Facilities Authority. When she became the first woman attorney in Illinois inducted into the distinguished American College of Trial Lawyers, the plaque she received identified her as a man; she pointed out the inaccuracy and later was awarded a gender-neutral plaque, which the College has used since.

As the first female chair of the firm's Hiring Committee in 1974, Joan oversaw a fundamental transformation: more than half of that year's hires were women. The first female member of the Executive Committee, she was also the first woman at the firm to practice law while pregnant.

Joan's life story, as told in several hours of interviews with Partner Terri L. Mascherin, is included in an ABA project titled "Women Trailblazers in the Law" that captures oral histories of women pioneers in the legal profession. ■■

JENNER & BLOCK'S MOTHER'S CIRCLE FEATURED IN LAW.COM'S "THE CAREERIST" BLOG

Just a little more than two years old in 2012, the firm's Mother's Circle drew the attention of a Law.com blogger who observed that such support groups, while not a simple solution to retaining women at major law firms, might at least help. Titled "Jenner & Block's Mother's Circle," the post on December 6, 2012, quoted the founder, Partner Reena R. Bajowala, and Chief Talent Officer Charlotte L. Wager about where the group came from and where it is going.

The idea was born in 2010 when Reena received an email, forwarded to her and other women, from a working mother seeking insight on the logistics of nursing on business trips. "I thought, it shouldn't take six emails to get this kind of information," she recalled.

She enlisted Charlotte's support, and the Mother's Circle quickly grew from approximately 30 attorneys to about 45 today. The group's leadership has expanded to include

co-chairs from all offices: Associate Jan A. Larson in D.C.; Associate Kelly M. Morrison in L.A.; Associate Marissa K. Perry in N.Y.; and Reena and Partners Ana R. Bugan, Michelle M. McAtee and Anne P. Ray in Chicago. The group meets quarterly, covering topics such as nursing and child sleep issues, as well as parental leave and reduced schedules. Recently, the Chicago contingent hosted an event for any parent considering sending their child to the Chicago Public Schools. Called "Navigating the Chicago Public School System," the event featured an outside consultant who led the discussion and answered questions.

While the Law.com post acknowledged that it is too early to know whether the Mother's Circle will help retention at Jenner & Block, it quoted Reena – the mother of a 3-year-old daughter – as noting, "I can only say for myself that the group has provided me support I needed to continue at the firm." ■■

A GOLD STANDARD LAW FIRM



The Women in Law Empowerment Forum recertified the firm this year as a "Gold Standard Law Firm." To achieve the certification, the firm had to meet four or more of six tough criteria regarding the percentage of women in various leadership positions.

Now in its seventh year, the Forum is dedicated to women from the largest law firms and corporate law departments in the United States. The Gold Standard Certification Initiative, launched in 2011, is the Forum's centerpiece effort to help women in law firms rise as business developers and leaders. ■■

JENNER & BLOCK NAMED A "BEST LAW FIRM FOR WOMEN" FOR THE FIFTH TIME



In 2013, Working Mother Media and Flex-Time Lawyers named Jenner & Block a "Best Law Firm for Women" for the fifth time, recognizing the firm as a leader in creating and using best practices to attract, retain and promote women lawyers. In announcing the selection, Working Mother noted, in particular, that the firm's Mother's Circle provides support and information to new parents and helps them transition back to work after a birth or adoption. ■■

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HONORS, AWARDS AND APPOINTMENTS

Partner **Debbie L. Berman** — Great Midwest Region BBYO's inaugural BBG Alumna of the Year Award

Partners **E. Lynn Grayson** and **Terri L. Mascherin** — *Today's Chicago Woman*, "100 Women to Watch"

Partner **E. Lynn Grayson** selected to serve two-year term on the Chicago Bar Association's Board of Managers

Partner **Lindsay C. Harrison** — BTI Consulting Group Client Service All-Star

Managing Partner **Susan C. Levy** — *Today's Chicago Woman*, "100 Women of Influence"

Partner **Gabrielle Sigel** and Associate **Allison A. Torrence** — Sierra Club's Legal Heroes

Partner **Erin R. Schrantz** — *National Law Journal* "Chicago 40 Under 40"

Partner **Barbara S. Steiner** — 2013 "Woman of Achievement Award," Greater Chicago/Upper Midwest Region Anti-Defamation League

Associate **Melissa A. Cox** appointed to serve two-year term on DC Bar Foundation Young Lawyers Network Leadership

The Best Lawyers in America

E. Lynn Grayson Environmental Law

Catherine L. Steege Bankruptcy and Creditor Debtor Rights

Barbara S. Steiner Commercial Litigation

Chambers USA

E. Lynn Grayson Environmental: Mainly Transactional

Gabrielle Sigel Environmental: Litigation

Catherine L. Steege Bankruptcy/Restructuring

DC Super Lawyers

Julie M. Carpenter Government Contracts

DC Super Lawyers "Rising Star"

Jan A. Larson Insurance

Illinois Super Lawyers

E. Lynn Grayson, Terri L. Mascherin, Catherine L. Steege Top 50 Women

Debbie L. Berman, Susan C. Levy, Terri L. Mascherin, Suzanne Prysak,

Barbara S. Steiner Business Litigation

Catherine L. Steege Bankruptcy & Creditor/Debtor Rights

E. Lynn Grayson Environmental

Gail H. Morse Tax

Illinois Super Lawyers "Rising Stars"

Reena R. Bajowala General Litigation, Melissa M. Root Bankruptcy & Creditor/Debtor Rights, Keri L. Holleb

Hotaling Environmental Litigation, Sara Tonnies Horton Intellectual Property, Michelle M. McAtee Real Estate,

Megan B. Poetzel Business Litigation, Sally K. Sears Coder Business Litigation, Nicole A. Allen Criminal Defense:

White Collar, Jennifer L. Dlugosz Personal Injury Defense: Products, Nancy C. Jacobson Professional Liability:

Defense, Rachel S. Morse Business Litigation, April A. Otterberg Professional Liability: Defense

NY Super Lawyers

Katya Jestin Criminal Defense: White Collar

Susan J. Kohlmann Intellectual Property Litigation

Southern California Super Lawyers "Rising Stars"

Lisa J. Kohn First Amendment/Media/Advertising; Intellectual Property Litigation

Illinois Leading Lawyers

Debbie L. Berman Advertising & Media Law; Arts, Entertainment & Sports Law; Civil Rights/Constitutional Law

E. Lynn Grayson Top 10 Environmental, Women Business and Women Real Estate-Related; Top 50 Women Business

and Women Real Estate-Related; Top 100 Women Lawyers, Women Business and Real Estate-Related; Leading

Lawyer Environmental

Susan C. Levy Top 100 Women Lawyers and Women Business

Terri L. Mascherin Top 100 Women Lawyers and Women Business

Gail H. Morse Top 100 Women Business

Carla J. Rozycki Employment Law: Management

Gabrielle Sigel Top 100 Women Business

Catherine L. Steege Top 50 Women Business; Top 100 Women Lawyers and Women Business

Barbara S. Steiner Top 100 Women Lawyers and Women Business

Lawdragon 500 Leading Lawyers

Terri L. Mascherin