This has been a challenging year, one marked by intense disruption and pain. From the human and economic effects of the global pandemic to the continuing, pervasive stain of racism, our world has shifted into a new normal. In the midst of this, we remain steadfast in our resolve to pursue diversity and inclusion in everything we do and to continue to fight for greater equity and justice through our work.

When we assumed our roles in January as Jenner & Block’s co-managing partners, no one could have imagined migrating more than 1,000 people to virtual workspaces, confronting personal stories of loss due to COVID-19, and conducting firmwide dialogues on the devastating impact of racism, manifested in the killings of Ahmaud Arbery, George Floyd, Breonna Taylor, and many others. While this has been a very challenging time, it has created opportunities for us to redouble our efforts to pursue greater diversity and inclusion within our firm, and equality and justice in our society at large.

Over the past few months, we have implemented additional key initiatives to demonstrate our commitment to diversity and inclusion. These include supporting the Equal Justice Initiative with matching contributions to support their commitment to ending mass incarceration and excessive punishment in the United States, creating new affinity groups to support diverse populations, introducing a firmwide Diversity Dialogues series, as well as providing expert-led trainings on race relations and unconscious biases. This fall, we are rolling out inclusive leadership trainings for all lawyers and trainings on how to give feedback for firm leaders. To support the retention and promotion of our Black lawyers, the firm is creating a pilot program in which each lawyer will be paired with an individual Management or Policy Committee member sponsor. The firm also launched the Jenner Allies Book Club to continue our racial justice dialogues and offer a space for allies. To be effective in our efforts, we are developing a robust system of metrics-based diversity and inclusion goals.

Another way we demonstrate our commitment is through our annual *Equal Time* report, where we shine the spotlight on the talents and remarkable accomplishments of our lawyers of color, LGBTQ lawyers, and women lawyers.

This edition features stories about the 2020 Diversity Dinner, held virtually with special guest Chicago Mayor Lori Lightfoot, the importance of opening doors and relationships for our younger colleagues, the significance of being an LGBTQ lawyer, and the benefits of having mentors and being a mentor to others. You will also read about some of the firm’s most significant matters from the past year and the diverse lawyers who were part of them.

In the sections titled Happenings, People, and Teams, we hope that you see the way our diverse lawyers advocate, collaborate, and advance themselves and the professional success of our firm.

We are a firm with more than a century of civil rights and social justice leadership, and we are proud to be recognized for our diversity and inclusion efforts and to share them with you. We see our work as both a moral and business imperative and, as always, we invite you to share with us your support and your comments.
46% of our Management Committee are women, lawyers of color, or LGBTQ lawyers

37% of practice group leaders are women, lawyers of color, or LGBTQ lawyers

52% of Jenner & Block associates are women

26% of Jenner & Block associates are racially diverse

30% of Jenner & Block’s Policy Committee are women

6% of newly elevated partners have identified as openly LGBTQ in the past three years
29%
of newly elevated partners over the past three years have been lawyers of color

54%
of newly elevated partners have been women over the past three years

50%
of office managing partners are diverse
# CONTENTS

## HAPPENINGS

<table>
<thead>
<tr>
<th>Event</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diversity Dinner 2020 with Mayor Lori Lightfoot</td>
<td>11</td>
</tr>
<tr>
<td>Diversity Speaker Series</td>
<td>14</td>
</tr>
<tr>
<td>Celebrating Our Commitment to Social Justice</td>
<td>14</td>
</tr>
<tr>
<td>Lambda Legal CEO Provides Powerful, Poignant Look through LGBTQ History</td>
<td>15</td>
</tr>
<tr>
<td>A Detailed Look at COVID-19 with Rheumatologist Dr. Tina Chang</td>
<td>17</td>
</tr>
<tr>
<td>Lisette Van Eenennaam Gives Inside Look into Outside Counsel Best Practices</td>
<td>17</td>
</tr>
<tr>
<td>CLE Relay</td>
<td>18</td>
</tr>
<tr>
<td>Diverse and Inclusive Teams Make Better Decisions</td>
<td>19</td>
</tr>
<tr>
<td>C3 Summit Connects Lawyers of Color</td>
<td>20</td>
</tr>
</tbody>
</table>

## PEOPLE

<table>
<thead>
<tr>
<th>Event</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Being LGBTQ in the Legal Community</td>
<td>23</td>
</tr>
<tr>
<td>E.K. McWilliams Recognized Among the Nation’s “Best LGBTQ Lawyers Under 40”</td>
<td>26</td>
</tr>
<tr>
<td>Gail Morse and Howard Suskin Honored by <em>Crain’s Chicago Business</em></td>
<td>26</td>
</tr>
<tr>
<td>From <em>GIR</em> to <em>Crain’s</em>, Partner Matt Cipolla Receives Recognition</td>
<td>27</td>
</tr>
<tr>
<td>Ishan Bhabha: Being Creative, Busier than Ever</td>
<td>28</td>
</tr>
<tr>
<td>Firm Welcomes Diverse Lateral Partners</td>
<td>31</td>
</tr>
<tr>
<td>Affinity Groups Inspire Connections Across the Firm</td>
<td>32</td>
</tr>
</tbody>
</table>
Katya Jestin: Opening Doors for the Next Generation ................................................................. 34
Previn Warren Twice Recognized as a Rising Star ................................................................. 37
SEO Law Fellowship Ignites Legal Careers ........................................................................ 37
Women Comprise Half of the 2020 Elevated Partner Class .................................................. 38
Firm Lawyers Selected to Join Leadership Council on Legal Diversity Programs .................. 39
Partner Carissa Coze Recognized for Groundbreaking Work .............................................. 40
Camilla Connolly Earns Distinguished Legal Writing Award ............................................... 41
Susan Kohlmann Elected NYC Bar Association Vice President ............................................ 41
Firm Lawyers Recognized at 10th Annual Mentor Awards .................................................... 41
Los Angeles Office Hosts Eviction Defense Training for Associates .................................... 42
Leading the Charge: Arbitration Around the Globe .............................................................. 43
Recognizing London’s Investigation Team ............................................................................ 43
Precious Jacobs is Blazing the Trail as a Leading Chicago Lawyer ........................................ 44
Conferences Strengthen Diverse Ties ....................................................................................... 45
Speaking Your Truth and Loving What You Do ....................................................................... 47
University of Michigan Law Publication Features Alumni Now Working in Bankruptcy Law ................................................................. 47

TEAMS

Cross Office Team Advises Facebook in Cross-Border Initiative to Create Oversight Board .................. 50
Firm Helps Fair Fight Challenge 2018 Georgia Election .................................................................. 51
Firm’s Representation of Uber Spans a Variety of Matters .......................................................... 52
Women Lawyers Team Up and Win Big in Highly Watched Twitter Case .................................... 53
Eleventh Circuit Gives Victory in Voters Rights Case .................................................................53
Abbott Laboratories Prevails in ERISA Dispute ........................................................................54
Associate-Led Team Secures Favorable Outcome for Pro Bono Client ........................................54
Michelle McAtee and Sheila Kailus Lead Cboe in Moving its Global Headquarters ..................54
New York Office Women Lawyers Secure Victory for Planned Parenthood .................................55
Team’s Amicus Brief Urges US Supreme Court to Protect LGBTQ Workers Under Title VII ....56
Team’s $250 Million Defense Verdict Listed Among “Top Verdicts of 2019” .............................57
Cross-Office Team Secures $114 Million Jury Award and Entry of Worldwide Injunction For Hetronic... 58
Content, Media, and Entertainment Practice Named Law360 Practice Group of the Year ..........59
North Carolina’s “Bathroom Bill” Dispute Ends with Consent Decree ........................................61
Princeton Prevails When Judge Dismisses Gender Discrimination Complaints ............................62

AWARDS AND RECOGNITIONS

Firm Earns Gold Standard Certification from the Women in Law Empowerment Forum ..........65
Firm Receives Perfect Score on LGBTQ Workplace Friendliness Index ......................................66
Yale Law Women’s Top Firms Report Honors Jenner & Block ..................................................66
Mansfield Plus Certification .........................................................................................................67
Firm Joins Coalition Supporting the Equality Act ........................................................................68

THANK YOU

Letter from Susan Kohlmann .....................................................................................................69
HAPPENINGS
CHICAGO MAYOR LORI LIGHTFOOT HEADLINES FIRM’S FIRST VIRTUAL AND 19TH ANNUAL DIVERSITY DINNER DISCUSSION

Chicago Mayor Lori Lightfoot – the first openly gay, African American, female mayor in the United States – discussed race, struggle, success, and the importance of speaking up as the featured speaker at Jenner & Block’s first virtual and 19th annual Diversity Dinner.

Each year, the firm’s Diversity Dinner provides a forum for diverse public officials, C-suite executives, in-house counsel, and other notable figures to inspire with their personal stories and advance efforts to create a more equitable society.

In a moderated conversation with Partner Wade Thomson, Mayor Lightfoot discussed how the complexities of being raised in Ohio by parents who grew up in the 1920s segregated south – parents who struggled financially and one with a disability – led to her storied career as a trailblazing lawyer turned first openly gay African American woman to be elected mayor of any major city in the United States. Her life, she said, has been marked by being an “only” throughout her career. That is often the only woman, often the only person of color, and often the only LGBTQ person. In her rise to positions of power, including at the US Attorney’s office and the law firm Mayer Brown, she was able to make a difference. She has since made it her mission to foster balanced justice in the city of Chicago and in our world.

“What made the difference for me and why I am sitting here today is because of the emphasis my parents placed on education, and particularly my mother,” she said. “The thing she preached to me over and over throughout my youth was to not let my race, my gender, or our financial status keep me from pursuing opportunities.”

Mayor Lightfoot noted that the values she learned as a child about the importance of fairness and respect stayed with her through law school at the University of Chicago, where – as one of only nine Black students – she felt more conscious about her race than she ever had in her life. Though she described the university as “a tough place for Black people during that time,” Mayor Lightfoot was inspired to lead change. She became student body president and led a movement to ban a law firm from recruiting on campus after a recruiter made racist and sexist remarks towards a student. “The desire to right this wrong caught fire among the student organizations, and we were able to push the administration. This wasn’t going
to be buried under the rug,” Mayor Lightfoot said. This fire helped light the path for her continued fight against disparate treatment of minorities.

After law school, Mayor Lightfoot practiced law at Mayor Brown before spending several years as a federal prosecutor at the US Attorney’s Office for the Northern District of Illinois. While there were people who did not agree with her decisions to work in these institutions, Mayor Lightfoot clearly saw them as opportunities to bring a unique perspective to matters from violent crimes and drug cases to public corruption. “Having someone who looks like me – with my sensibilities and my life experiences – actually being in the room was really important...I’m confident that I made a difference,” she said. These experiences taught her about criminal justice and fairness as well as the “ins-and-outs” of the city of Chicago, a famously political environment.

Mayor Lightfoot noted that seeing people all over the city stepping up in profound ways – especially during this heightened period of police misconduct and racism – has given her a sense of hope and inspiration. “We have the opportunity to be bold and think about how we can overcome hurdles,” she said, noting that everyone should be empowered to speak out against injustice. Building bridges and listening to others are important ways to advance the work of social and racial justice, she said.

During the Q&A portion of the conversation, Mayor Lightfoot offered her views on issues such as dismantling the school-to-prison pipeline for Black and Brown students by removing police officers from schools; school reopening plans during COVID-19; and her thoughts on returning to what she called “civil conversation and respect” in both dialogues and politics. “You don’t persuade by villainizing someone who has a different viewpoint. You don’t persuade by making demands that people pledge allegiance to your values without any dialogue around what their values are. You don’t create discourse by discord,” she said.

The full discussion is available to view here.
DIVERSITY SPEAKER SERIES

The Diversity Speaker Series champions the firm’s commitment to diversity and inclusion by inviting prominent, diverse leaders to share their stories and speak on contemporary issues. Earlier this year, the Diversity and Inclusion and Pro Bono Committees brought together firm lawyers, clients, and alumni for private screenings of the film Just Mercy. In June, the firm hosted Kevin Jennings, CEO of Lambda Legal, for the first virtual Diversity Speaker Series. Kevin presented a look at the people and movements that made LGBTQ history. Read detailed accounts of these events in the stories to follow.

CELEBRATING OUR COMMITMENT TO SOCIAL JUSTICE

As a reflection of the firm’s work on social justice and civil rights issues, and in honor of Black History Month, the Diversity and Inclusion and Pro Bono Committees hosted private screenings of the film Just Mercy in Washington, DC and Chicago. Attendees included firm clients and alumni such as US Magistrate Judge Gabe Fuentes and pro bono client Patrick Pursley, who was recently exonerated after spending more than two decades in prison under a wrongful conviction. Before the movie showing, committee members played a video detailing Mr. Pursley’s case. Mr. Pursley then said a few words, thanking Jenner & Block and the lawyers for their work.

Just Mercy is based on the true story of civil rights defense lawyer Bryan Stevenson, who represented a man sentenced to death for the murder of an 18-year-old girl despite evidence showing his innocence.
“I looked at that young man. I made a promise that for rest of my life, I would not let the next generation of LGBTQ people feel like killing themselves,” Kevin recalled.

Shortly after, Kevin came out as gay during a school assembly.

The next day, a young girl stormed into his office. Her mother was a lesbian, and the student was tired of watching the discrimination she suffered. So Kevin and the girl decided to start a club, the world’s first gay-straight alliance. Today, the national network called GLSEN is more than 1.5 million strong, with students, families, educators, and education advocates working to create safe schools.

Now CEO of Lambda Legal, Kevin has played a role in modern LGBTQ history. On an afternoon in June, during PRIDE month, he shared his story and more during the firm’s first virtual Diversity Speaker Series event.

Titled “Queeroes: The People who made LGBTQ History,” Kevin’s presentation highlighted the people, places, and movements that defined the story of the LGBTQ community in the United States.

There was, for example, a transgender Native American named We Wha of the Zuni Nation, so highly regarded as a “two spirit folk” that they were sent to Washington, DC to help broker an agreement with the US government.

“Remember,” Kevin said, “LGBTQ people are not newcomers to the American continent. Bigotry against us is.”

And the bigotry took insidious forms, as Kevin relayed. Examples included the nation’s first anti-sodomy laws, put on the books in Massachusetts in the 1640s. They remained in many states until the 21st century.

He also told of the brave LGBTQ people who defied bigotry, often at great personal expense and years before unrest at the Stonewall bar in New York gave rise to the modern LGBTQ rights movement. For example, a German immigrant named Henry Gerber came to Chicago in 1930 and founded the Society of Human Rights. He published a magazine for the community but came afoul of a US Postal Service law that prohibited the transfer of “pornographic” content through the mail. Ironically, Henry worked at the post office. When his activities were uncovered, he was fired.

Kevin shared other profiles in courage:

• Sgt. Johnnie Phelps, of the Women’s Army Corps. In 1947, Gen. Dwight D. Eisenhower demanded that she provide
a list of lesbians serving in the Corps. Sgt. Phelps replied that she would comply with the order, but her name would be first on the list. “Let’s forget about that order,” the general replied.

- Phyllis Lyon and Del Martin, a San Francisco couple who in 1955 organized the first lesbian rights organization, the Daughters of Bilitis.

- Christine Jorgensen, who in 1955 became the first trans hero in America after undergoing sex reassignment surgery in Denmark. “This is 65 years before Caitlyn Jenner was on the cover of Vanity Fair,” Kevin noted.

- Bayard Rustin, who organized the first Freedom Rides in the 1940s in the South. He came into Dr. Martin Luther King, Jr.’s life in the 1950s and helped school him in principles of non-violent civil disobedience – all the while “unapologetically out and gay.” Rustin helped organize the famous 1963 march where Dr. King would give his “I Have a Dream” speech. In fact, Bayard was the first speaker that day.

“All these folks lived in far scarier times than we’re living in now,” Kevin said. “They stood up and said ‘no’ to bigotry toward LGBTQ people and created the space for us to live today. We owe them an enormous debt, and the only way to pay that debt is to continue to work so the next generation is freer than we are.”

Kevin noted that Jenner & Block has played an important role in the history of the LGBTQ civil rights movement, perhaps most visibly when, along with Lambda Legal, the firm represented two gay men who faced sodomy charges in Texas in the early 2000s. That case, Lawrence v. Texas, went to the US Supreme Court, which struck down anti-sodomy laws in 2003. In doing so, the legal landscape was paved for the case that would legalize gay marriage nationwide in 2015, Obergefell v. Hodges.

While the movement for LGBTQ civil rights has made strides, there is work to be done, Kevin said. As one example: LGBTQ workers in several states could be fired based on their sexual identity. Less than a week after Kevin’s presentation, on June 15, the Court ruled that the Civil Rights Act protects LGBTQ workers from being fired on the basis of sex.

Back in 1952, an LGBTQ person could lose their job, lose their family, or be institutionalized. So a letter writer to an LGBTQ publication remained anonymous; their town was not. They wrote from Winston-Salem, North Carolina – Kevin’s hometown – a decade before Kevin was born.

“I realize the road ahead is long and difficult, but that part of road already traveled has been pretty tough, too,” said the letter.

“I will never know who this was,” Kevin said, “but I owe it to them to keep up the work.”

“LGBTQ people are not newcomers to the American continent. Bigotry against us is.”

- KEVIN JENNINGS
RESPECTED RHEUMATOLOGIST DR. TINA CHANG GIVES THE FIRM A DETAILED LOOK AT COVID-19

At the height of the COVID-19 pandemic, Dr. Tina Chang, chief of rheumatology at the Jesse Brown VA Hospital, joined the firm for its first virtual and 14th JenTalk. She discussed the reasons why the current pandemic has become so widespread and severe, as well as potential treatments. Dr. Chang explained the timeline of and government response to pandemics in history such as the 1918 H1N1 virus, which “emerged during World War I and was widely spread through overcrowding and global troop movement.” She went on to point out differences between the response to the COVID-19 pandemic and the successful response to the 2009 pandemic. She noted, among other things, the 2018 disbandment of the National Security Council’s Global Health Security and Biodefense Unit, which was responsible for pandemic preparedness.

In discussing the progression of the disease, Dr. Chang explained: “The virus doesn’t kill you. The virus makes your immune system tank up, and it causes inflammation…the immune system overreacts and causes the cytokine storm, and this is what can be fatal.” In closing, she discussed common signs and symptoms of COVID-19 and current treatments, including non-pharmacologic practices such as social distancing and wearing face masks.

Dr. Tina Chang is also an associate clinical professor of rheumatology at the University of Illinois.

LISETTE VAN EENNENAAM GIVES INSIDE LOOK INTO OUTSIDE COUNSEL BEST PRACTICES

During the firm’s 13th JenTalk, ABB Chief Integrity Officer Lisette van Eennenaam shared insight on what she looks for when partnering with outside counsel. In her sitdown with Partner Chris Braamskamp, she stressed the importance of asking this imperative question: “Does this team show me a reflection of the current society?” Lisette added that different cultural and regional backgrounds bring diverse experience to the table and that she strives to achieve diversity on her team.
INCREASING DIVERSITY AND INCLUSION IN THE LEGAL PROFESSION

As part of Jenner & Block’s CLE Relay – a series of eight consecutive continuing legal education (CLE) programs – the firm hosted a virtual session titled “Positive Steps to Increase Diversity and Inclusion in the Legal Profession.” Co-Managing Partner Randy Mehrberg introduced the program and commented on the critical need for diversity and inclusion, challenging others to be a part of the change that our profession and our country needs today.

Presenters Gayle Littleton and Precious Jacobs discussed the importance of diversity and inclusion and how now more than ever is the right time to offer this session. Gayle and Precious analyzed significant metrics and offered key takeaways for not only increasing diversity and inclusion, but also ensuring that the efforts going forward continue to progress.

“As a woman of color, diversity is near and dear to my heart. I try to tackle it from many directions... You really did an incredible job with the training. I was happy to see so many people joined!

- CLE RELAY ATTENDEE

“Just wanted to say how exceptional your presentation was... This was nothing but substance, not only showing the degree of the problem but explaining the contributors very specifically and offering concrete ways to fight it.

- CLE RELAY ATTENDEE
## Diverse and Inclusive Teams Make Better Decisions

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>87%</td>
<td>...of the time, diverse teams outperform individual decision-makers</td>
</tr>
<tr>
<td>2x</td>
<td>Teams that follow an inclusive process make decisions twice as fast, with half the meetings</td>
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<tr>
<td>60%</td>
<td>Decisions made and executed by diverse teams delivered 60% better results</td>
</tr>
</tbody>
</table>

C3 SUMMIT CONNECTS LAWYERS OF COLOR

On September 17, lawyers from all five offices gathered in Chicago for the firm’s C3 Summit, a two-day, biennial conference that provides lawyers of color an opportunity to connect with each other, firm leadership, and practice groups with a focus on cultivating relationships and enhancing business opportunities.

Director of Diversity and Inclusion Courtney Carter moderated an engaging conversation with then-firm managing partner Terry Truax on the importance of creating and maintaining a diverse and inclusive environment, not only as a business imperative but because it is the right thing to do. Another highlight was the General Counsel Perspective Lunch with Paulette Dodson, general counsel of Alight Solutions. Paulette shared her career journey and underscored her company’s commitment to working with diverse client teams. The summit featured business and career development breakout sessions in addition to Director of Global Communications Anne Gallagher presenting on strategies to raise professional profiles. The program wrapped up with affinity group meetings, followed by a “taking action” discussion with New York Managing Partner Susan Kohlmann. The C3 Summit planning committee included Partners Kali Bracey, Precious Jacobs, Ray Sinnappan, and AnnaMarie Van Hoesen and Associate Danielle Muniz.
BEING LGBTQ IN THE LEGAL COMMUNITY

Jenner & Block’s core value of diversity and inclusion celebrates our differences, dismantling “otherness” and, for members of the LGBTQ communities, removing perceived barriers to being out. Here is how some of our LGBTQ lawyers explain the importance of working in an environment in which their lives are not closeted.

On bringing your whole self to the profession: “Clients need to have trust in their lawyer. If there are barriers in the relationship, it’s harder to provide the best legal services.”

– Emily Loeb, Partner

“JT’s important to be open about yourself and your life at work. To do so is important not only to your own well-being, but those in your life and your community— it allows you to bring both your whole personal and political self to work. When my significant other had a medical emergency, for example, I had no hesitation telling the partner I was working with, who in turn had no hesitation in telling me that I should drop everything to see him. Bringing yourself to work also means being able to advocate for issues that are important to you. Jenner has long had relationships with LGBTQ organizations, which has given me the opportunity to work on multiple briefs supporting trans rights.”

– Ethan Wong, Associate
“Being out eliminates any negativity others associate with being a member of LGBTQ communities. We then change the narratives about our lives and can be our best selves for our family, friends, and clients.”

– **Gail Morse**, Partner

“We are people who have faced adversity. That background tends to make us fighters, strivers, and hard workers.”

– **Andrew Sullivan**, Associate

“We’ve known for a long time that diversity of all kinds makes our work better. If you exclude people, implicitly or explicitly, for any reason – you’re not getting the best result you can get.”

– **Emily Chapuis**, Partner

“I am proud to work with colleagues who share a commitment to advancing the cause of justice for LGBTQ individuals and people of all walks of life, including for individuals already living in the United States and those hoping to make this country their home.”

– **Manuel Possolo**, Associate
On working at Jenner & Block: “There’s only one of me for now, but it’s not contingent on the number of trans people there are here: I work here, I’m a colleague – that’s enough for other Jenner & Block lawyers and professional staff to treat me with respect.”

– **E.K. McWilliams, Associate**

“For the past several years, I’ve been on the board of directors of the ACLU and served as general counsel for the Chicago Bar Association. The firm has strongly supported my pro bono involvement in these organizations, both in terms of time devoted and financial support through sponsorships. In both capacities, I had the opportunity to help advance important initiatives that directly benefitted the LGBTQ community, through key legislation and ground-breaking litigation that protected and advanced LGBTQ rights, particularly in the areas of marriage equality, employment, and transgender rights.”

– **Howard Suskin, Partner**

“Acceptance of your LGBTQ identity is often out of your control; you can’t change a judge’s or opposing counsel’s implicit bias, for instance. But where it is within your control – such as where you choose to work – ensure that that place will not just accept you. Acceptance is only half the battle; the other half is not being treated as if LGBTQ is all you are. Pick a place, like Jenner & Block, where being gay is just another fact about you, not something that defines all of your life and work.”

– **Cayman Mitchell, Associate**
E.K. McWilliams Recognized Among the Nation’s “Best LGBTQ Lawyers Under 40”

The National LGBT Bar named Associate E.K. McWilliams among the nation’s most outstanding lesbian, gay, bisexual, and transgender legal professionals under age 40 who have distinguished themselves in their field and demonstrated a commitment to LGBT equality.

E.K. is Jenner & Block’s first transgender lawyer and is an advocate for LGBTQ diversity and inclusion. E.K. serves as co-chair of the firm’s LGBTQ Forum and as a member of the Transgender Working Group, has brought attention to promotion and inclusion of transgender individuals, and has helped draft critical policy changes at the firm. Since graduating law school, E.K. has served as an active mentor to LGBTQ law students at Northwestern Law School, coaching students through exams, OCI, and the transition from being a student to being a practicing lawyer.

Other lawyers to earn this honor include Partners Emily Chapuis, Matt Cipolla, Lindsay Harrison, Emily Loeb, Luke Platzer, and Adam Unikowsky.

Gail Morse and Howard Suskin Honored by Crain’s Chicago Business

Partners Gail Morse and Howard Suskin were named among Crain’s Chicago Business’ “Notable LGBTQ Executives.” The publication featured profiles on individual nominees. Gail’s profile highlights her achievements within the LGBTQ community, including providing pro bono counsel to nearly every LGBTQ non-profit in Chicago. She is noted as co-chair emeritus of the firm’s LGBTQ Forum and chair of the firm’s State and Local Tax Practice. The profile also notes that she initiated the firm’s diversity newsletters, the first of which focused on LGBTQ lawyers.

Howard’s profile highlights his role as a co-chair emeritus of the firm’s LGBTQ Forum and co-chair of the firm’s Securities Litigation Practice, highlighting his team’s recent wins in several high-profile securities litigation matters. He is noted for his leadership role in many citywide LGBTQ organizations and events.

Gail and Howard were also among honorees at the “Breakfast of Champions” reception hosted by the LGBT Chamber of Commerce of Illinois at the Metropolitan Club. The event recognized leaders in Chicago’s LGBTQ business community and celebrated those who, like Gail and Howard, were included in Crain’s list of “Notable LGBTQ Executives.”
FROM GIR TO CRAIN’S, PARTNER MATT CIPOLLA RECEIVES RECOGNITION

In April, Partner Matt Cipolla was named among Global Investigation Review’s “40 under 40,” a directory that highlights “the next generation of accomplished young investigations specialists.” GIR’s profile of Matt noted his work on the monitorship of Credit Suisse, following the bank’s $715 million settlement with the New York Department of Financial Services. Leading the investigative component of the monitorship, Matt had the opportunity to examine the bank’s corporate governance failures and individual misconduct, and provide enhancements to the bank’s processes for future compliance with US law.

Then in June, Matt was among only 70 honorees named by Crain’s New York Business as a “Notable LGBTQ Leader and Executive.” Crain’s cited Matt’s role overseeing his share of high-profile cases, including the Credit Suisse monitorship. Also noted were other accolades that Matt has received in previous years, including being named a “Rising Star” by the New York Law Journal and among the “Best LGBT Lawyers Under 40” by the National LGBT Bar Association, as well as the GIR recognition for 2020.
Ishan Bhabha would be the first to say that his success is due to the good fortune of having tremendous mentors who generously gave him opportunities to shine and his seizing those opportunities when they arrived.

He’s also creative, thoughtful, and committed to his clients.

“But perhaps most of all,” says Partner David DeBruin, who has served as a mentor to Ishan, “he approaches his matters with a great love for his work and life in general. There is nothing more fun and enjoyable than working on a case as a colleague with Ishan!”

Indeed, Ishan doesn’t forget the fun. And he recognizes the importance of mentors like David and Partner Ian Gershengorn, chair of the firm’s Appellate and Supreme Court Practice.

Ishan points out that Ishan himself, a partner since 2017, is a valued mentor to many associates in the firm’s Washington, DC office. He has supervised associates in nearly a dozen court of appeals arguments; often, the associates are doing their first appellate argument.

“That’s the thing that’s cool about this firm – we’re not small, but we’re not a multi-thousand-lawyer firm either,” Ishan says. “If a junior associate can take ownership over their work, they will get more and more responsibility.”

If Ishan has any advice for associates, it’s to care about the work product. “Take ownership. Take the extra time to really strive for a work product you’re proud of and would put in front of anyone from a fellow associate, to the GC of a major company, to the Chief Justice of the Supreme Court. The truth, as I’ve learned, is that you never know who will end up reviewing and relying on your work.”

Ishan credits mentors for instilling that pride of ownership in him. In addition to David and Ian, Judge Merrick B. Garland of the DC Circuit is another valuable mentor. “I really enjoyed every minute I worked with him, and during that year there were many minutes! I adored him,” Ishan recalls.

Ian praises Ishan’s skill. He highlights Ishan’s work as lead counsel successfully defending a university against a First Amendment challenge to its bias response policies. Ishan defeated a motion for a preliminary injunction in district court and then argued for the university on appeal in the Seventh Circuit.
He was lead counsel for another university in a similar First Amendment challenge, filing a response to a motion for a preliminary injunction that led the plaintiff to drop the lawsuit.

“Unsurprisingly, clients love him,” says Ian. “The same gifts of judgment, intellect, and communication skills that serve him so well, both in oral argument and in litigation, generally serve him well with clients. He takes their problems as his own, and he works creatively and tirelessly to develop creative solutions.”

“First and foremost,” Ishan says, “I want to be creative.”

For Ishan, there’s never been a better time to be creative. He’s busier than ever.

For example, he co-chairs the firm’s growing Education Practice with Partner Terri Mascherin. Clients look to the team to help them navigate complicated matters around re-opening campuses in the wake of the pandemic.

Work in the education space often involves issues related to equity and justice – including numerous amicus briefs the firm has filed on behalf of more than 100 colleges and universities on issues related to immigration policy.

Education is a natural fit. Ishan’s parents – his father Indian and his mother Italian – are both academics. Born in London, he came to the United States in seventh grade, when his father became a professor at the University of Chicago. He has spent his life in college towns, including those that are home to schools like Harvard, the University of Chicago, Princeton, and Georgetown. “I have an affinity for being around college campuses,” he says. “I guess it’s in my genes.”

Ishan is a member of the Appellate and Supreme Court Practice, with his practice focused on complex issues of regulatory, constitutional, and commercial law. In 2019, Law360 named him a “Rising Star” in the appellate category.

An appellate practice demands a range of skills, and Ishan loves the “pure challenge of it.” Among high-profile challenges he’s pursued: fighting to preserve the Deferred Action for Childhood Arrivals (DACA) program. In June, the US Supreme Court ruled against the Trump administration’s bid to rescind DACA, agreeing with firm arguments that the government’s decision to end the program was arbitrary and capricious.

More recently, he has been working on a case that challenges Georgia’s attempts to suppress voters, particularly African American voters.

He has practiced in appellate courts nationwide and argued once before the US Supreme Court.

“I didn’t feel nervous, just excited,” he says of his high court experience. “It was something I worked towards for eight months – or perhaps in reality for since I’d entered law school – and it was among the 30 most fun minutes of my legal career.”

“First and foremost, I want to be creative.”

– ISHAN BHABHA
FIRM WELCOMES DIVERSE LATERAL PARTNERS

Over the past year, we have recruited lawyers who are top practitioners in their fields and who, like the firm, are dedicated to providing excellence for our clients.

Kate Spelman rejoined the firm in June 2019 after serving as in-house litigation counsel for The Wonderful Company. She represents clients in consumer class actions, commercial disputes, and professional liability matters and is an integral member of the firm’s Food and Beverage Industry Group, which defends major companies against labeling and advertising claims.

Amr Aly is a member of the firm’s Patent Litigation and Counseling Practice who joined the firm in September 2019. He serves as co-chair of the firm’s Muslim Affinity Group.

Dawn Smalls, who joined the firm in February 2020, draws upon her experience in law, government, and politics to provide strategic advice and legal counsel to clients on complex legal, policy, and regulatory matters.

Jennifer Amerkhail is a former lawyer with the Federal Energy Regulatory Commission and in-house counsel for electric utility Entergy who joined the firm in May 2020.

Ambassador David Pressman joined the firm in June 2020. He formerly represented the United States on the United Nations Security Council and has served as the senior US negotiator on international disputes around the world.

Ambassador Keith Harper focuses his practice on Native American affairs, litigation, and matters with an international component from the private and public sectors. From 2014 until 2017, he served as the US Ambassador and Permanent Representative to the United Nations Human Rights Council in Geneva, Switzerland.

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 where he managed the administration’s relationship with all tribal governments and Native American people.
AFFINITY GROUPS INSPIRE CONNECTIONS ACROSS THE FIRM

Jenner & Block’s affinity groups help build relationships, offer a safe space for members to share challenges and successes, and provide an opportunity for lawyers to connect across practices and offices. These shared spaces are central to creating space for connections between lawyers who work across various practice groups, providing opportunities for cross-service partnership. This year, the firm launched two new affinity groups to its growing list, which now includes nine firmwide groups. The newest additions are the Caregivers Affinity Group and the Muslim Affinity Group.

For parents and those who are caring for sick or elderly loved ones, the Caregivers Affinity Group is a gender-inclusive group that collaborates to share knowledge and resources, promote best practices, and support policies to empower all caregivers at Jenner & Block. This affinity group also includes the Mother’s Circle and the new Dad’s Octagon groups. Collectively, these groups sponsor events to bring together firm families, often joined by clients and their families.

Earlier this year, the Mother’s Circle hosted a unique networking event at the Peggy Notebaert Nature Museum in Chicago. A combined group of more than 100 firm lawyers, clients, potential clients, and their families enjoyed breakfast at the museum and were treated to the release of newly emerged butterflies, followed by crafts for the children and conversation over coffee for the adults. Noticing the firm’s support of working parents, guests commented that they appreciated the chance to network while spending time with their families.

While the pandemic has kept most from convening in person, it has presented opportunities for virtual connection. In May, the Caregivers Affinity Group hosted a Zoom Music Party led by musician and teaching artist Miss Alisa. Lawyers, staff, alumni, clients, and their children joined in the fun; from Toronto to Chicago, more than 30 families joined in the party. Participants brought out guitars, drums, violins, pots, and pans to sing and dance along to childhood favorites, like “Old McDonald” and the “Wheels on the Bus.” Miss Alisa even played a few songs for the adults who attended what she affectionately called the “Toddler Teleconference.”

The Muslim Affinity Group was launched in January 2020, and is led by Pro Bono Counsel Nura Maznavi and Partner Amr Aly, who is a member of the firm’s Patent Litigation and Counseling Practice. In March, the group hosted an informal brown-bag luncheon for the Muslim Bar Association of Chicago. In celebration of Ramadan, the group shared valuable information about the religious festival in the daily firmwide memos. The group then held Ramadan check-ins and shared tips on how to best celebrate holy month while quarantined.
OTHER FIRM-HOSTED AFFINITY GROUPS INCLUDE:

The African American Affinity Group, led by Partner Precious Jacobs

The Asian Forum, led by Partner Raymond Sinnappan and Associate Amy Inagaki

The Hispanic Affinity Group, led by Partner Joe Torres and Associate Danielle Muniz

The Multicultural Affinity Group, led by Partners Ishan Bhabha, Ed Prokop, and Kirsten Spira

The Veterans and Military Forum, led by Partner Marc Warren and Associate Grant Schweikert

The LGBTQ Forum, led by Partners Matt Cipolla, Gail Morse, and Howard Suskin and Associates E.K. McWilliams, Manuel Possolo, and Andrew Sullivan

The Women’s Forum, led by Partners Jessie Amunson, Elizabeth Edmondson, Amy Gallegos, Rebekah Goodheart, Gayle Littleton, Anne Cortina Perry, Melissa Root, Lizzie Shimmin, and AnnaMarie Van Hoesen

All affinity groups meet regularly and encourage new lawyers at all levels to join.
As a young federal prosecutor in the Eastern District of New York’s courtrooms, Katya hit a turning point in her career. “By trying important and complex cases in a highly charged forum that was very male-dominated, I found what you might call my lawyer voice. Standing up and being successful there, knowing I could do it – that was a turning point for my confidence as a lawyer,” she said.

Creating those “turning points” for others is now Katya’s personal passion as a leader and mentor at the firm.

Her experience is why diversity and inclusion is so important to her. “This is a subject that is deeply personal to me. Not only is it a moral imperative because it’s the right thing to do, it’s a business imperative because diverse teams create better solutions,” she said.

In January 2020, Katya was named as the firm’s co-managing partner with colleague and Partner Randy Mehrberg. Together, they have publicly discussed their goal for the firm to become as well-known as a leader in diversity and inclusion as it is for pro bono and community service – Jenner & Block has been named as the No. 1 pro bono law firm 10 times in the past 13 years by The American Lawyer. “We must stretch and think big because this is so important,” she said.

In fact, stretching and thinking big has been a theme in Katya’s career. After graduating from Georgetown Law School in 1996, she joined a large NYC-based law firm and then left to become a prosecutor. As an Assistant United States Attorney and supervisor in the Criminal Division of the Eastern District of New York, she was involved in investigations, prosecutions, and trials involving fraud, money laundering, and other white-collar offenses.
As a junior prosecutor, she attracted the attention of the then-Chief of the Criminal Division, Andrew Weissmann. “We had a wonderful practice in the US Attorney’s Office of senior assistants working with junior prosecutors. I met Katya when she joined me in prosecuting a Gambino mobster. Her natural talent in the courtroom was evident early on, as well as her empathy for witnesses and ability to read people and a situation. It has been the pleasure of a lifetime to see her succeed at everything she has put her mind to.” He added: “One of the most important things any lawyer can do is to help others reach their potential.”

Katya later successfully prosecuted the leadership of three of the five La Cosa Nostra organized crime families. She was co-counsel in the RICO prosecution of Gambino boss Peter Gotti and 16 co-defendants for labor racketeering, fraud, and corruption. All the defendants were convicted.

In 2007, Katya joined the firm and became a member of its Investigations, Compliance, and Defense Practice. New to private practice, Katya was delighted to reunite with Andrew, her mentor with whom she worked until 2011, when he left to return to a series of high-level government positions. Andrew would return to the firm in July 2020 as a co-chair of the ICD Practice, following his illustrious service in the public sector, including serving as a lead prosecutor in Robert S. Mueller’s Special Counsel’s Office; special counsel to then-FBI Director Mueller; general counsel for the FBI; chief of the Fraud Section in the US Department of Justice Criminal Division; and as a federal prosecutor for more than two decades.

And Katya’s career blossomed. In addition to important work for clients, she served as an ICD co-chair, as well as a member of the firm’s Policy Committee (its highest governing body) and co-chair of the Hiring Committee. Recognized among the top women in investigations by Global Investigations Review, Katya also received some of the firm’s most important internal awards – the 2012 Associates Committee Mentoring Award and the 2012 Albert E. Jenner Pro Bono Award.

In all of this, she’s learned that leadership is about mentoring young lawyers and opening doors for them. “As a leader, my job is to be mindful and intentional in making choices because as senior lawyers, we give out opportunities that influence our colleagues’ careers,” she said. “I am personally invested in the success of our lawyers and always looking for ways to create diverse teams so that our clients can receive the highest levels of excellence and creativity from our firm. Great teams triumph over individuals every time.”

In thinking about her career trajectory, Katya knows how hard it is for young lawyers to raise their hands and ask for assignments and help.

“We all must be responsible for our own careers, but I want everyone to know I’m here to help them. I’ve been there personally, and I am committed to opening the doors for the next generation,” she said.

“I am personally invested in the success of our lawyers and always looking for ways to create diverse teams so that our clients can receive the highest levels of excellence and creativity from our firm.”

– KATYA JESTIN
PREVIN WARREN TWICE RECOGNIZED AS A RISING STAR

Partner Previn Warren is among 40 lawyers recognized as 2019 “DC Rising Stars” by The National Law Journal and honored as a “Rising Star” by the South Asian Bar Association. In The NLJ’s profile, Previn shared keys to his success. He cited “attentiveness, empathy, and critical listening” as vital to his success in handling witnesses, building strong case teams, and earning his clients’ trust. SABA recognized Previn for his outstanding work on high-profile complex litigation matters for companies, as well as his active pro bono practice representing prisoners whose constitutional rights have been violated.

SEO LAW FELLOWSHIP IGNITES LEGAL CAREERS

For the past four years, 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.

During summer 2020, the firm virtually hosted six SEO Fellows in each of our US-based offices: Kayla Hug, New York University School of Law; Mary Nwachukwu, Columbia Law School; Gaelle Pierre-Louis, University of Pennsylvania Law School; Rafael Pimentel, Harvard Law School; Eriele Tellis, Yale Law School; and Vanessa Young, Stanford Law School.
WOMEN COMPRISSE HALF OF THE 2020 ELEVATED PARTNER CLASS

Among the eight elevated partners in 2020 were Katie Ciliberti, Caroline Meneau, Miwa Shoda, and Johanna Thomas.

Katie is a member of the Professional Responsibility Practice. She has experience defending lawyers and law firms in complex legal malpractice litigation, pre-suit investigations and resolutions, and partnership disputes.

Caroline is a member of the Complex Commercial Litigation, Insurance Recovery and Counseling, and ERISA Litigation Practices. She focuses on substantive areas including contract disputes, business torts, antitrust, ERISA, insurance coverage disputes, and professional malpractice.

Miwa is a core and leading member of the firm’s Japan Practice. Her extensive practice experience in both the United States and Japan (admitted in both countries), as well as her deep understanding of the Japanese legal system and business culture, have been of great value to the firm’s Japanese-based clients facing legal issues in the United States.

Johanna is a member of the Communications, Internet, and Technology Practice. She has extensive experience working with communications, media, and internet companies on regulatory and transactional matters before the Federal Communications Commission.
FIRM LAWYERS SELECTED TO JOIN LEADERSHIP COUNCIL ON LEGAL DIVERSITY PROGRAMS

Partner Keisha Stanford has been selected for the 2020 Fellows Program of the Leadership Council on Legal Diversity (LCLD), 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. The Fellows Program is an ambitious, highly structured training designed to help high-potential, mid-career lawyers who have been recognized as emerging leaders in their organizations.

In addition, Associate Jessica Martinez joins a group of lawyers selected for the LCLD Pathfinders Program. This program is designed to train diverse, high-performing, early-career lawyers in critical career development strategies, including building leadership skills and professional networks.
PARTNER CARISSA COZE RECOGNIZED FOR GROUNDBREAKING WORK

Partner Carissa Coze has led the way on significant matters where corporate deals and entertainment intersect.

In 2020, for example, she led a cross-office, cross-disciplinary team representing Fox in its high-profile acquisition of Tubi TV, a leader in the free ad-supported streaming category. The transaction is a critical deal for Fox’s position in the streaming wars.

Earlier, she worked with Adam Reiss, executive vice president and associate general counsel for Fox Corp., to launch a first-of-its-kind national media and sports betting partnership between Fox and The Stars Group. The diverse team included Partner Julie Shepard and Associates Ariel Cho, Sharon Moraes, and Kristen Iglesias. For that unique project, Carissa and Mr. Reiss were honored as California Lawyers 2020 “Attorneys of the Year.” The pair was also named to Variety’s 2019 “Dealmakers Impact Report,” which features the lawyers and executives behind Hollywood’s biggest and most impactful transactions.

The National Law Journal named Carissa a 2019 “Trailblazer” in the sports and entertainment category. In its profile, The NLJ noted that Carissa was doing deals for tech companies and other clients in the early 2000s before being recruited to Los Angeles to work on media and entertainment deals. Media clients were doing innovative transactions, and, she reflects, “as the value of live sports content increased, more of my work focused on sports deals.”

The Daily Journal included Carissa in its 2019 “Top 100 Lawyers in California” list. The publication recognized her for work on major mergers, acquisitions, and strategic partnerships in the sports, gaming, e-sports media technology, and entertainment industries. In a profile, The Daily Journal highlighted her role in spearheading some of the biggest sports deals in the country. It also discussed her preference for working on projects “without templates,” finding those projects to be most fulfilling.

Finally, The Recorder honored Carissa for her work on sports and media deals as part of the publication’s 2019 “California Leaders in Tech Law” awards. In a profile, reflecting on her work, Carissa told The Recorder that she is most proud of advising clients who, while undergoing significant corporate changes that year, returned to the firm for representation on important transactions. “Having their trust and confidence is immensely rewarding,” she said.
CAMILA CONNOLLY EARN DISTINGUISHED LEGAL WRITING AWARD

Associate Camila Connolly was among a select group of individuals honored with the prestigious Burton Award for Legal Writing. She was chosen alongside Partner David Singer for their article published in The Hollywood Reporter: “How Hollywood Can (and Can’t) Fight Back Against Deepfake Videos.”

SUSAN KOHLMANN ELECTED NYC BAR ASSOCIATION VICE PRESIDENT

Partner Susan Kohlmann is among a list of prominent lawyers who were elected to serve one-year terms as New York City Bar Association vice presidents. The Association installed Susan and its new leaders in May during its first-ever virtual ceremony.

FIRM LAWYERS RECOGNIZED FOR THEIR MENTORING EFFORTS

Each year, Jenner & Block’s Associates Committee hosts the Mentor Awards to recognize lawyers who have gone above and beyond expectations in promoting the professional development of their colleagues. Partners Chris Braamskamp and Kali Bracy were recognized at the 10th annual awards ceremony. With these awards, the firm recognizes those who provide opportunities to associates to increase their substantive legal skills. This includes providing feedback on work product and advising on career development.
LOS ANGELES OFFICE HOSTS EVICTION DEFENSE TRAINING FOR ASSOCIATES

In March, the Los Angeles office hosted speakers from the Legal Aid Foundation of Los Angeles to present a program on defending against wrongful evictions. The presentation provided our lawyers with guidance on identifying the four critical stages of the unlawful detainer process, as well as common procedural and affirmative eviction defenses. The program, which noted that the ratio of legal aid lawyers to low-income persons in California is 1 to 8,373, also highlighted the importance of LAFLA’s partnership with law firms that provide pro bono services to tenants facing unlawful evictions, a need exacerbated by the shelter-in-place orders and massive business closures that happened soon after the training as a result of the COVID-19 pandemic. As shelter-in-place orders and eviction stays lift, the need for eviction defense in Southern California communities will be greater than ever. To prepare pro bono partners to assist with these upcoming needs, LAFLA developed free and on-demand COVID-19 housing and eviction defense trainings on the Pro Bono Training Institute website: pbtraining.org/covid-19/.

LAFLA Pro Bono Director Phong Wong and Staff Attorney Sheyda Joolharzadeh presented the training, which former associate Alice Kim organized with the support of Partner AnnaMarie Van Hoesen. Partner Carissa Coze serves on the organization’s board of directors, and Associate Wes Griffith serves on the organization’s Associates Advisory Board. The Los Angeles office has partnered with LAFLA on pro bono matters in the past and looks forward to building on the partnership through representing low-income tenants who need legal services.
LEADING THE CHARGE: ARBITRATION AROUND THE GLOBE

Over the course of nearly 30 years of experience, Partner Mélida Hodgson has developed a focused global practice in international arbitration. She is the head of the firm’s New York International Arbitration Practice, which has been consistently ranked on Global Arbitration Review’s “GAR 100” list – a guide to leading firms around the world that demonstrate dedication and skill in international arbitration.

In the firm’s profile, GAR focused on the growth of the practice and the team’s successes over the past year. The publication noted Mélida as a global leader, saying that she is “definitely one of the rising stars in international arbitration.”

Mélida is featured as a “Thought Leader” in the 2020 edition of Who’s Who Legal: Arbitration. She is also ranked in global recognition publications including Chambers’ Global, USA, and Latin American editions, and Legal 500’s USA and Latin America rankings.

Most recently, Mélida was again named one of “Latin America’s Top 100 Lawyers” by Latinvex in its Arbitration and Litigation category.

RECOGNIZING LONDON’S INVESTIGATIONS TEAM

Who’s Who Legal recognized Partners Chris Braamskamp and Kelly Hagedorn in its Investigations 2020 – Legal Marketplace Analysis, a comprehensive guide that focuses on investigations and highlights exceptional lawyers who practice in that space. As co-chair of the firm’s Investigations, Compliance, and Defense Practice, Chris is named in the Global Elite Thought Leaders category, which honors those who received the highest number of nominations from peers, corporate counsel, and other market sources. As one of the nominators put it, the “fantastic” Christine Braamskamp has a “loyal client following” and “attracts corporate clients who have a lot of confidence in her.”

Kelly is named in the Future Leaders category, which honors lawyers for their experience representing multinationals, financial institutions, executive boards, and individuals in a range of corruption, bribery, fraud, and other white-collar crime investigations. The guide notes that: “The outstanding Kelly Hagedorn with Jenner & Block is highlighted as a go-to name for investigations matters.”

Left to right: Chris Braamskamp and Kelly Hagedorn
Litigation Partner Precious Jacobs is making her mark as a leading lawyer in the Chicago region. She is one of only 50 women recognized by Chicago Lawyer magazine with its inaugural “Influential Women in Law Award” for her efforts to “mentor and promote other women in the profession...and for being a shining example of leadership.”

Precious is active in Jenner & Block’s mentorship program, where she helps associates integrate and develop the skills needed to advance at the firm. Last year, her former mentee Garrett Fitzsimmons chose her to be his supervising partner on a pro bono trafficking case in partnership with The Chicago Alliance Against Sexual Exploitation.

After achieving a favorable outcome for the client, CAASE presented Precious and Garrett with the “Pro Bono Superstars Award.”

In June, Precious was named a 2021 Fellow of Leadership Greater Chicago, the region’s premier convener, connector, and mobilizer of bold leaders to effect transformative civic impact across Greater Chicago.

The year-long fellowship is a civic leadership development program that immerses participants in key socioeconomic issues facing the City of Chicago.
CONFERENCES STRENGTHEN DIVERSE TIES

Firm lawyers and staff joined their professional colleagues at a range of conferences designed to develop relationships, deepen skills, and share insights about diversity in the legal profession. Here’s a look at some of the conferences.

WHAT:
The National Asian Pacific American Bar Association Conference

WHEN AND WHERE:
November 2019; Austin, Texas

ABOUT:
Topics ranged from business development and networking, to engaging the Asian American electorate in 2020. One highlight featured the reenactment of the Korematsu case, in which Japanese American activist Fred Korematsu challenged the government’s right to intern Japanese Americans during World War II, and an exploration of the case’s aftermath. Participants included Second Circuit Judge Denny Chin, US District Judge Ed Chen, and retired US District Judge Marilyn Patel, who issued the original coram nobis overturning Korematsu’s criminal conviction for refusing to relocate to an internment camp.

WHO:
Associates Amy Inagaki, Elin Park, and Ethan Wong

“NAPABA was one of the highlights during my first year at Jenner & Block. I connected with lawyers from across the country who were all interested in advancing Asian Americans in the profession and the political sphere.” – Ethan Wong

WHAT:
The Corporate Counsel Women of Color 15th Annual Career Strategies Conference

WHEN AND WHERE:
September 2019; Chicago, Illinois

ABOUT:
This non-profit’s mission is to provide a support network to in-house women of color, facilitate networking around the nation and abroad, promote career development, and promote all aspects of global diversity in the legal profession. The conference featured discussion on a wide range of topics – everything from strategies for building a high-performing legal team, to new legal issues arising from artificial intelligence. There was a general counsel roundtable and a keynote address from Judge Marilyn Millian.

WHO:
Partners Mélida Hodgson and Precious Jacobs; Associate Elin Park; and Lora Whitticker, Manager of Alumni Relations and In-House Opportunities

“Going to CCWC energizes me and renews my spirit. I always leave the conference with more professional connections and friends than I came in with. I look forward to attending every year!” – Lora Whitticker
WHAT: The Annual Lavender Law® Conference and Career Fair

WHEN AND WHERE: August 2019; Philadelphia, Pennsylvania

ABOUT: This is the signature event of the National LGBT Bar Association, where members enjoy contemporary and innovative programming and, over three days, build meaningful relationships with a diverse array of legal professionals. The event serves as a “family reunion” of sorts for legal professionals by giving them the opportunity to reflect on the progress the community has made while preparing them for the great strides to come.

WHO: Partners Matt Cipolla and Luke Platzer

“The best part about the conference is the opportunity to connect with other LGBTQ professionals. It’s particularly inspiring to meet the next generation of LGBTQ leaders at the Career Fair.” – Matt Cipolla

WHAT: 20th Annual Charting Your Own Course Career Development Conference

WHEN AND WHERE: February 2020; Orlando, Florida

ABOUT: The conference was organized around three areas of focus:

- Career and Life Strategies: Empowering lawyers of color with practical career and life strategies for short- and long-term success
- Enduring Relationships: Sharing skills and know-how needed to build and cultivate commercially and personally relevant relationships and knowledge networks
- Accountability: Creating an environment to support and encourage lawyers who feel accountable to each other, regardless of firm or company affiliation

WHO: Partners Reggie Hill and Precious Jacobs; Director of Diversity and Inclusion Courtney Carter; and Lora Whitticker, Manager of Alumni Relations and In-House Opportunities

“This conference provides the opportunity and setting for lawyers of color in corporations and in firms to develop intimate, long-lasting relationships for career development and business development. It has a range of generations involved, from new lawyers to retired GCs. The participants are particularly open to discussing successes and failures and seem to make a commitment to others to provide opportunities and mentorship.” – Reggie Hill
SPEAKING YOUR TRUTH AND LOVING WHAT YOU DO

Partner Lindsay Harrison is profiled in Rostrum, the publication of the National Speech & Debate Association. The article traces her early days as a debate student — she initially competed in policy debate because of a school requirement and won first place at nationals her senior year in high school — to her work at Jenner & Block. The article highlights Lindsay’s commitment to pro bono work, including the immigration case that she successfully argued, as an associate, before the US Supreme Court in 2009. She has also taken on challenges such as death penalty work and work in favor of scientists and government integrity. When asked to give advice to speech and debate students considering a legal career, Lindsay suggests reading prolifically and writing clearly and efficiently. “Being thoughtful and purposeful from the start will help you get to a happy place and love what you do,” she concludes.

UNIVERSITY OF MICHIGAN LAW SCHOOL PUBLICATION FEATURES ALUMNI NOW WORKING IN BANKRUPTCY LAW

Six Jenner & Block bankruptcy lawyers, all of whom attended The University of Michigan Law, were featured in the school’s alumni publication, Law Quadrangle. The article, titled “Michigan Law Alumni and Bankruptcy Law: A Winning Combination,” highlights the surprising number of Michigan Law alumni who handle bankruptcy law at the firm. In the article, these lawyers cite the school’s emphasis on collaboration and learning opportunities as invaluable training they have used in prominent cases. As co-chair of the firm’s Hiring Committee, Michigan alumna and Partner Melissa Root, ’03, says the firm continues to hire Michigan graduates for their critical reasoning skills and ability to “get the job done.” In her Hiring Committee role, Melissa helped recruit Partner Angela Allen, ’07; Partner Landon Raiford, ’08; and Associate John VanDeventer, ’13.

Other alumni featured in the article include Co-Managing Partner Randy Mehrberg, ’80; and Partner Bob Gordon, ’89.

Left to right: Angela Allen and Melissa Root
CROSS-OFFICE TEAM ADVISES FACEBOOK IN CROSS-BORDER INITIATIVE TO CREATE OVERSIGHT BOARD

A team led by Partners Chris Braamskamp, Gabi Gillett, Emily Loeb, and Alison Stein assisted Facebook during its global consultation process that led to a May announcement of the first 20 members of its content Oversight Board. The Oversight Board is an independent body that will focus on Facebook’s most challenging content issues. To ensure that the Oversight Board is able to make independent judgments and maintain the highest levels of accountability and governance, Jenner & Block assisted Facebook in vetting candidates to identify potential conflicts of interest.

The firm is honored to have played a role in assembling this unique and historic group and to partner with Facebook on this endeavor. The announcement was discussed in a New York Times op-ed titled “Who Ultimately Decides What Content Is Removed From Facebook? Now We Do,” authored by the co-chairs of the new Oversight Board.

The cross-office, cross-practice team also included Firm Chair Tom Perrelli and Partner Rob Dalling.
Jenner & Block represents Fair Fight Action in a federal lawsuit against Georgia’s Secretary of State and Board of Elections that challenges violations of voting-rights laws during the 2018 elections in the state.

Fair Fight Action promotes fair elections, encourages voter participation, and educates voters about their voting rights. The pending lawsuit, filed in November 2018, “links civil rights and voting rights with the aim of showing that elections are unfair in Georgia because racial minorities suffered most from voter registration cancellations, precinct closures, long lines, malfunctioning voting equipment, and disqualified ballots,” according to the Atlanta Journal-Constitution.

The diverse team representing the organization is made up of lawyers and staff from all of the firm’s US offices and includes Partners Kali Bracey, Ishan Bhabha, Jeremy Creelan, Elizabeth Edmondson, and Emily Loeb; Associates Dan Bobier, Thomas Bullock, Allison Douglass, Jeremy Ershow, Susanna Evarts, Samuel Jahangir, Tassity Johnson, Monika Kothari, Brittany Lamb, Joshua Levin, Elin Park, Matt Phillips, Bradley Pough, David Ramirez-Gálvez, Madeline Skitzki, Ethan Wong, and Kathryn Wynbrandt; Law Clerks Andrew Whinery and Rachel Wilf-Townsend; and former associates Fares Akremi and Sam Birnbaum, Amy Egerton-Wiley, and Grace Wallack.

From left to right, top to bottom: Kali Bracey, Ishan Bhabha, Elizabeth Edmondson, Emily Loeb, Thomas Bullock, Allison Douglass, Susanna Evarts, Samuel Jahangir, Tassity Johnson, Monika Kothari, Brittany Lamb, Elin Park, Bradley Pough, David Ramirez-Gálvez, Madeline Skitzki, Ethan Wong, Kathryn Wynbrandt and Rachel Wilf-Townsend.
**FIRM’S REPRESENTATION OF UBER SPANS A VARIETY OF MATTERS**

During the past year, we represented Uber in a number of cases involving an array of issues, ranging from a trademark dispute to a lawsuit involving city taxes to a state supreme court case over airport rideshare fees, among other matters.

Lawyers representing Uber included Co-Managing Partner *Katya Jestin*; Partners *Cliff Berlow, David Bitkower, Ross Bricker, Abby Bried, Jeremy Creelan, Elizabeth Edmondson, Ian Gershengorn, Jan Larson, Gail Morse, Reid Schar, Gianni Servodidio, Kate Spelman, Bob Stauffer, Adam Unikowsky, and John Ward*; Associates *Noah Bokat-Lindell, Katherine Funderburg, Jeff Immel, Rémi Jaffré, Tassity Johnson, Monika Kothari, Alex Langlinais, Danielle Muniz, Natalie Orpett, and Tom Quinn*; Law Clerk Keturah James; and summer associate Bina Peltz. Former partner Devi Rao and former associate Fares Akremi also served on the team representing Uber.

In addition to representing Uber, we also embrace the company’s deep commitment to making the legal industry more diverse, equitable, and inclusive.

*From left to right, top to bottom:* Katya Jestin, Abby Bried, Elizabeth Edmondson, Jan Larson, Gail Morse, Kate Spelman, Adam Unikowsky, Katherine Funderburg, Tassity Johnson, Monika Kothari, Danielle Muniz, Natalie Orpett, and Keturah James.
WOMEN LAWYERS TEAM UP AND WIN BIG IN HIGHLY WATCHED TWITTER CASE

Partner Jessica Amunson and Associates Tassity Johnson and Tali Leinwand represented the Knight First Amendment Institute and individual Twitter users in a precedent-setting case regarding whether a public officer’s Twitter account is a “public forum” under the First Amendment. The case came after President Trump blocked several individuals from his Twitter account. On July 9, 2019, the court held that President Trump violated the First Amendment when he blocked Twitter users from the @realDonaldTrump Twitter account after they criticized him in comment threads associated with the account.

ELEVENTH CIRCUIT GIVES VICTORY IN VOTING RIGHTS CASE

Partner Jessica Amunson presented the Eleventh Circuit argument that secured a victory in a pro bono voting rights case against the Broward County Supervisor of Elections, Dr. Brenda Snipes. Conservative voting rights organization ACRU accused Dr. Snipes of ineffectively maintaining eligible voter lists. The appellate court affirmed a district court’s conclusion that Dr. Snipes was fully in compliance, finding no clear error in the district court’s factual findings. The team securing the appellate victory also included Partner Kali Bracey and Associate Tassity Johnson, both of whom successfully tried the case in 2017, and Associate Manuel Possolo.
ABBOTT LABORATORIES PREVAILS IN ERISA DISPUTE

Partner Joe Torres, chair of the ERISA Litigation Practice, secured a Ninth Circuit Court of Appeals victory for Abbott Laboratories in an ERISA dispute involving a claim for disability benefits.

ASSOCIATE-LED TEAM SECURES FAVORABLE OUTCOME FOR PRO BONO CLIENT

Through the firm’s work serving on the Criminal Justice Act panel in the Southern District of New York, a team of associates secured a favorable, rare outcome for a pro bono client.

The case was led by Associates Jessica Martinez and Edelí Rivera with supervision from Co-Managing Partner Katya Jestin. Their client was charged with serious criminal violations. While his involvement in these offenses was minor, one of his charges carried a seven-year mandatory minimum sentence due to the use of a gun.

The team negotiated an agreement with the government that allowed the client to plead to a lesser charge. And even though he still faced several months’ imprisonment under the lesser charge to which he pled, the client was sentenced to a reduced amount of jail time. After the proceedings concluded, Edelí’s effective oral advocacy earned high praise from the presiding judge.

MICHELLE MCATEE AND SHEILA KAILUS LEAD CBOE IN MOVING ITS GLOBAL HEADQUARTERS

Partner Michelle McAtee and Department Counsel Sheila Kailus represented Cboe, one of the world’s largest exchange holding companies, in its move to global headquarters in the Old Post Office building in downtown Chicago, occupying 185,000 of the 2.3 million rentable square feet. The company also plans to build a new trading floor and office space at the historic Chicago Board of Trade building.
NEW YORK OFFICE WOMEN LAWYERS SECURE VICTORY FOR PLANNED PARENTHOOD

A firm team representing Planned Parenthood of Wisconsin achieved an important victory in the Seventh Circuit when the court unanimously affirmed a district court ruling that declined to permit Wisconsin’s Legislature to intervene as a party in the firm’s ongoing challenge to certain abortion access restrictions in that state.

Wisconsin’s Attorney General Joshua Kaul, a Democrat, is defending the relevant statutes and regulations and has denied that they are unconstitutional. However, during the December 2018 lame-duck session, the Wisconsin Legislature passed a statute purporting to give it the power to intervene in state and federal court in any lawsuit challenging the constitutionality of a Wisconsin statute.

Arguing that Mr. Kaul was unlikely to defend the statutes as vigorously as he could, and arguing that the state statute gave it the right to intervene, the Legislature moved to intervene as a party under Federal Rule of Civil Procedure 24 as of right or, alternatively, with the court’s permission. The district court denied the Legislature’s request to intervene – the Legislature appealed.

The Seventh Circuit later affirmed the district court in all respects. The case, Planned Parenthood of Wisconsin v. Kaul, now returns to the district court, where litigation remains ongoing.

The firm team included Partners Susan Kohlmann and Alison Stein and Associates Jessica Martinez and Danielle Muniz.
A team wrote an amicus brief in the landmark US Supreme Court case that centered on whether Title VII of the Civil Rights Act of 1964 applies to LGBTQ workers. The brief urged the US Supreme Court to extend Title VII’s protections to workers who are discriminated against because of their sexual orientation or gender identity.

The consolidated cases before the Supreme Court involved three employees who were fired for being homosexual or transgender. Gerald Bostock was fired by his employer, Clayton County, Georgia, for conduct “unbecoming” a county employee after he began participating in a gay recreational softball league. Altitude Express fired Donald Zarda after he mentioned being gay. And R. G. & G. R. Harris Funeral Homes fired Aimee Stephens, who presented as a male when she was hired but later informed her employer that she planned to live and work full-time as a woman. Each employee sued, alleging sex discrimination under Title VII.

Written on behalf of leading associations of psychologists, psychiatrists, mental health professionals, and behavioral scientists, the brief argued that Title VII must apply to “discrimination against sexual and gender minorities. A contrary conclusion would not comport with mainstream scientific research regarding gender and sexuality.”

On June 15, the Court ruled in favor of the position advocated by the firm’s clients the American Psychological Association, the American Psychiatric Association, and the American Association for Marriage and Family Therapy, holding that Title VII protects employees against discrimination because of their sexual orientation or gender identity.

“Today, we must decide whether an employer can fire someone simply for being homosexual or transgender. The answer is clear,” wrote Justice Gorsuch in the majority opinion. “An employer who fires an individual for being homosexual or transgender fires that person for traits or actions it would not have questioned in members of a different sex. Sex plays a necessary and undisguisable role in the decision, exactly what Title VII forbids.”

The brief was written by Partners Jessie Amunson and Emily Chapuis with Associate Tassity Johnson.
Member AnnaMarie Van Hoesen and Associates Camila Connolly and Nayiri Pilikyan and were part of a team that was recognized by the *Daily Journal* in its “Top Verdicts of 2019” special report. Partner Rick Richmond led the team, which won a $250 million defense verdict.

Our client was one of five brothers who had businesses – primarily diamond and real estate interests – worth an estimated $7 billion. At issue was an alleged oral partnership agreement among the five, under which one of them claimed that all money made from their businesses was to be shared equally among the brothers. Our client maintained that no such partnership existed.

Following a two-week trial in Los Angeles County Superior Court and one day of deliberation, the jury returned a verdict in our client’s favor on all three causes of action, finding that the plaintiff’s claims fell outside the statute of limitations.

The plaintiff then filed a post-trial motion seeking declarative relief, accounting and equitable estoppel. After a bench trial, Judge Mark Mooney noted in his decision denying the motion that the plaintiff admitted during the course of the trial to committing “outright perjury” and entering into a conspiracy to deprive another brother of business profits.

In its profile about the case, the *Daily Journal* recognized the team for overcoming numerous challenges throughout the trial and in post-trial motions, noting the lawyers’ “remarkable defense.”
CROSS-OFFICE TEAM SECURES $114 MILLION JURY AWARD AND ENTRY OF WORLDWIDE INJUNCTION FOR HETRONIC

Partners Debbie Berman and Wade Thomson capped a jury verdict for Hetronic with a worldwide injunction against the defendants that has been the result of six years of litigation. The injunction covers the Hetronic trademark, product trade dress and product names; orders the defendants to destroy all infringing products within 21 days; and requires the defendants to return all of Hetronic’s confidential information.

Hetronic, a subsidiary of Methode, is a leading manufacturer of customizable radio remote control solutions. The firm represents Hetronic in a series of interrelated cases concerning the theft of highly confidential and proprietary information by Hetronic’s former president and vice president of accounting as well as unfair competition by one of its major distributors.

This case against the distributor involved claims of Lanham Act violations as well as breach of the parties’ agreements and various torts due to the conspiracy with the former president who improperly shared Hetronic’s confidential information with the defendants. On the eve of trial in February, our team won a motion for issue preclusion regarding ownership of the disputed intellectual property that stripped the defense of one of their key arguments. All of Hetronic’s claims then went to trial. The defendants dismissed their one remaining counterclaim with prejudice during trial.

On March 2, a federal jury in the Western District of Oklahoma returned an almost $114 million verdict in favor of Hetronic. After the jury verdict, Hetronic successfully sought a permanent injunction to stop future infringement and to recover its misappropriated confidential information.

Working with Debbie and Wade on the trial were Partners Laura Hulce and Gianni Servodidio and Staff Attorney Sean Lopez. Additional support on various aspects of the case was provided by a strong cross-office team that included Partners Cliff Berlow and Matt Hellman, and Associates Noah Bokat-Lindell, John Frawley, Christina Lopez, Grace Signorelli-Cassady, and Miriam Wayne. Additional partners and associates assisted over the six years that this case was pending.
The firm’s Content, Media, and Entertainment Practice secured victories in several significant matters, culminating in its recognition as Law360’s Practice Group of the Year in the categories of Media & Entertainment and Sports & Betting. The awards recognize the firm for an array of matters in what Law360 calls the “litigation wins and major deals that resonated throughout the legal industry in the past year.”

Partner Carissa Coze led the firm team that represented FOX Sports in a groundbreaking deal to launch FOX Bet, a first-of-its-kind national media and sports wagering partnership in the United States. The team included Special Counsel David Sussman and Associates Ariel Cho, Kristen Iglesias, and Sharon Moraes.

In another matter led by New York Managing Partner Susan Kohlmann, our lawyers obtained a Ninth Circuit victory for the plaintiff in Waverly Kaffaga v. Thomas Steinbeck et al., a copyright lawsuit over the rights to such iconic works as East of Eden and The Grapes of Wrath. Our victory was on behalf of Steinbeck’s stepdaughter and executor to the Estate of Elaine Steinbeck, the author’s late third wife. The ruling clears up much of the confusion about who actually owns the rights to the author’s works and allows long-stalled film and television projects to potentially move forward. The team included Partners Alison Stein and A.J. Thomas and Associates Brittany Lamb and Ethan Wong.

The high-profile achievements for our entertainment, media, sports, and gaming clients also include the representation of Sony Music Entertainment in an arbitration and related New York state court proceeding concerning royalty rates; Fox in a copyright infringement lawsuit over the television show Empire; and two daily fantasy sports operators, FanDuel and DraftKings, before the Indiana Supreme Court.

Co-chaired by Partners Andy Bart and David Singer, the CME Practice has been named a Media & Entertainment Practice Group of the Year seven times since 2011. This is the first year that Law360 created a category for Sports & Betting. The CME Practice also includes Partners Tony Basich, Cliff Berlow, Emily Chapuis, Steve Englund, Amy Gallegos, Ian Gershengorn, Dave Handzo, Chris Lindsay, Tom Perrelli, Luke Platzer, Gianni Servodidio, Julie Shepard, Rick Stone, AnnaMarie Van Hoesen, and Previn Warren.
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NORTH CAROLINA’S “BATHROOM BILL” DISPUTE ENDS WITH CONSENT DECREE PROTECTING TRANSGENDER INDIVIDUALS

The firm served as pro bono co-counsel with Lambda Legal and the ACLU of North Carolina in a three-year battle to protect the rights of transgender individuals. In July 2019, a federal judge approved a consent decree clarifying that transgender individuals cannot be prohibited from using state-run restrooms and facilities consistent with their gender identity.

The dispute dated back to 2016, when the North Carolina General Assembly passed House Bill 2, which required transgender people to use public facilities matching their birth sex. The firm filed a lawsuit against the state and the University of North Carolina, where several of the named plaintiffs worked or attended. The plaintiffs won a partial preliminary injunction blocking HB 2 on Title IX grounds. But in 2017, the General Assembly passed HB 142. Although HB 142 repealed HB 2, it also pre-empted any further “regulation“ of access to restrooms and other facilities by any state agency, local government, school board, or other government entity.

The consent decree prohibits the executive branch defendants, including their successors, from interpreting HB 142 to prevent transgender individuals from lawfully using public facilities in accordance with their gender identity and permanently enjoins the executive branch from applying HB 142 to bar, prohibit, block, deter, or impede any transgender individuals from using public facilities in accordance with their gender identity.

The team included Partner Emily Chapuis and former partner Devi Rao; Associate Caroline Cease; and former associates Benjamin Brysacz and Zachary Blau. Former associate Andrew Noll argued for the plaintiffs in favor of the consent decree at hearings in 2019. Partners Ian Gershengorn and Adam Unikowsky and Associate Lauren Hartz mooted Andrew in preparation for oral argument. Partner Luke Platzer; former partners Scott Wilkens and Paul Smith; and former associates Thomas Garza, Nick Tarasen, and Lorenzo Di Silvio all devoted substantial time litigating the initial stages of the case.
PRINCETON PREVAILS WHEN JUDGE DISMISSES GENDER DISCRIMINATION COMPLAINTS

A firm team won an important victory for Princeton University when a judge dismissed gender discrimination claims brought by a former tenured professor who was terminated after he violated the university’s rules regarding prohibitions on relationships between students and the faculty who supervise or evaluate them. The case set an important precedent on Title IX and tenured faculty, as well as gender discrimination in the aftermath of the #MeToo movement.

In Verdu v. Trustees of Princeton University, the plaintiff alleged that the university’s decision to terminate his employment violated Title IX of the Education Amendments of 1972 and Title VII of the Civil Rights Act of 1964. The complaint alleged that Princeton’s decision to terminate his employment following multiple Title IX investigations was discriminatory on the basis of gender. The substance of his claims was that the university overreacted due to pressure from the #MeToo movement. Princeton moved to dismiss for failure to state a claim, highlighting the extent to which the plaintiff’s arguments lacked discrimination or gender bias.

Chief US District Judge Freda L. Wolfson granted Princeton’s motion to dismiss after finding that the plaintiff failed to show that he was treated differently because of his gender. After dismissing the federal claims, the court declined to exercise jurisdiction over the plaintiff’s state law claims.

The team was led by Partner Lindsay Harrison and includes Partner Ishan Bhabha; Associates Lauren Hartz, Brittany Lamb, and Loreal Rock; and former associate Juan Ruiz Toro.
AWARDS AND RECOGNITIONS
The Women in Law Empowerment Forum awarded Jenner & Block its 2020 Gold Standard Certification, making the firm one of 48 honored in the United States and among only 23 that met all six criteria for inclusion. This marks the seventh time that Jenner & Block has been recertified by WILEF and the second consecutive year we qualified in every category, further reinforcing our core value of diversity and inclusion.

Law firms with 300 or more practicing lawyers in the United States are eligible for the 2020 WILEF Gold Standard Certification if they successfully demonstrate that women represent a meaningful percentage of their equity partners, highest leadership positions, governance and compensation committees, and highly compensated partners, and that there be meaningful diversity among their women equity partners.

For 2020 Gold Standard Certification, a meaningful percentage means that the firm satisfies both the mandatory criterion that:

- 20% of equity partners or, alternatively, 33% of the lawyers becoming equity partners during the past 12 months, are women

and at least three of the following five criteria:

- 15% of firm and US-branch office heads are women
- 20% of the firm’s primary governance committee are women
- 20% of the firm’s compensation committee or its equivalent are women
- 15% of the top half of the firm’s equity partners in terms of compensation are women
- 10% of women equity partners are women of color or 4% of women equity partners are LGBT

Launched in New York in 2007, WILEF was founded to educate and provide networking opportunities for women in law firms. Betiayn Tursi, co-founder and global chair, has grown WILEF from a niche market to a global empowerment forum.

“As the number of women equity partners in the Gold Standard firms continue to increase, the data confirm that these partners are increasingly present on firm governance committees advancing the guiding principles of WILEF,” said Nancy Bertoglio, chair of the WILEF Certification Committee.
FIRM RECEIVES PERFECT SCORE ON LGBTQ WORKPLACE FRIENDLINESS INDEX

Once again, Jenner & Block has received a perfect score from the Human Rights Campaign’s 2020 Corporate Equality Index for the “Best Places to Work for LGBTQ Equality.” This marks the 15th 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.

YALE LAW WOMEN’S TOP FIRMS REPORT HONORS JENNER & BLOCK IN THREE AREAS

In its “Top Firms for Gender Equity & Family Friendliness Report,” Yale Law Women named Jenner & Block as one of the 2020 top firms for hiring practices, inclusion initiatives, and LGBTQ+ representation. This marks the 15th year that Yale Law Women has conducted its survey of trends in gender equity and family friendliness among law firms ranked in the Vault 100. The report is aimed at spurring a conversation within the legal profession about the role of gender and family in the workplace and encouraging further advocacy in corporate culture.
MANSFIELD PLUS CERTIFICATION SHOWCASES THE FIRM’S COMMITMENT TO DIVERSITY

Jenner & Block achieved Mansfield Plus Certification as part of the firm’s participation in the Mansfield Rule initiative, a program designed to increase leadership roles for women and minorities in leading law firms like ours.

Developed by the Diversity Lab, the Mansfield Rule asked law firms to affirmatively consider at least 30% women and lawyers of color for leadership and governance roles, equity partner promotions, and senior lateral positions. In 2017, Jenner & Block signed on to participate in the pilot program. In July 2018, we earned certification for meeting the goal and enrolled in the second phase of the program – the Mansfield Rule 2.0 – that expanded the initiative to include LGBT lawyers.

The Mansfield Plus Certification recognizes the firm for considering at least 30% women and minorities for leadership positions and senior-level recruiting over the year. It also means that at least 30% women and minorities occupy key leadership roles and lateral hires.

The firm’s leadership and Diversity and Inclusion Committee, along with Director of Diversity and Inclusion Courtney Carter, have done important work to ensure the firm meets these important benchmarks. Their efforts are crucial to translating Jenner & Block’s core value of diversity and inclusion into action, helping to diversify the current and future leaders of the firm in the process.

Jenner & Block’s diversity and inclusion efforts are a top priority. The firm fosters an environment where everyone feels included, respected, and able to contribute fully. The firm remains committed to building a diverse team of extraordinarily talented colleagues.
FIRM JOINS COALITION SUPPORTING THE EQUALITY ACT

Jenner & Block has joined the list of supporters of the Business Coalition for the Equality Act. Spearheaded by the Human Rights Campaign, the BCEA is a group of leading US employers that support the Equality Act, which is proposed federal legislation that would provide the same basic protections to LGBTQ people as are provided to other protected groups under federal law.

Launched in March 2016, the BCEA includes companies with operations in all 50 states, headquarters spanning 33 states, and a combined $5 trillion in revenue. The 270 companies that make up the coalition employ over 11.8 million people in the United States.

What is the Equality Act?

The Equality Act creates clear, consistent protections to prohibit discrimination on the basis of sexual orientation and gender identity in employment ensuring that LGBTQ employees are hired, fired, and promoted based on their performance.

In addition, the bill provides protections from discrimination for LGBTQ people in housing, credit, and jury service. The bill would also prohibit discrimination in public spaces and services, and federal funding on the basis of sex, sexual orientation, and gender identity.

This vitally important, bipartisan legislation would provide clear, comprehensive non-discrimination protections for LGBTQ people and strengthen existing protections for all people covered by our nation’s civil rights laws.
We hope you enjoyed our annual Equal Time report and learned about the strength of our diverse lawyers. For more than a century, Jenner & Block has led the fight for social justice and civil rights, in courtrooms, and in our communities. We are proud to highlight the talents and accomplishments of our lawyers of color, LGBTQ lawyers, and women lawyers.

As advocates for justice and equality, we embrace our responsibility to serve our communities and our calling to combat racism and intolerance. During this time when our society is experiencing civil unrest, it is important to stay vigilant in our fight against racial injustices and stay informed about what we can do to help in our communities.

We will continue to stand up for what is right and amplify the message of others seeking change.

We cannot stop until all are treated equally. We will not stop. We invite you to be our ally in making our world a better place.

“...If I do not fight bigotry wherever it is, bigotry is thereby strengthened. And to the degree that it is strengthened, it will, thereby, have the power to turn on me.”

— BAYARD RUSTIN