28th Annual
Margaret Brent
Women Lawyers of Achievement Awards Luncheon

Sunday, August 5, 2018
MARGARET BRENT
WOMEN LAWYERS
OF ACHIEVEMENT

LIEFF CABRASER
CONGRATULATES
2018 HONOREES

Patricia Kruse Gillette
Eileen M. Letts
Hon. Consuelo B. Marshall
Cynthia E. Nance
Tina Tchen

Lieff Cabraser
Heimann & Bernstein
Attorneys at Law
San Francisco
New York
Nashville
Seattle
lieffcabraser.com
About the Commission on Women

The Commission on Women in the Profession was created in 1987 to assess the status of women in the legal profession and to identify barriers to their advancement.

The Commission aims not only to address the challenges that women lawyers face, but also to combat bias in the justice system and to improve the quality of life for the profession generally. Its mission is to secure full and equal participation of women in the ABA, the profession, and the justice system. Drawing upon the diverse backgrounds and expertise of its members, who are appointed by the ABA President, the Commission develops programs, policies, and publications to promote gender equality.

As the national voice for women lawyers, the Commission is dedicated to ensuring fairness in the justice system and equal opportunity in legal workplaces.

To learn more about the Commission and its ongoing activities and programs, visit www.americanbar.org/women.

About Margaret Brent

Margaret Brent was the first woman lawyer in America. She arrived in the colonies in 1638. She was a master negotiator, an accomplished litigator, and a respected leader. She was involved in 124 court cases over eight years and won every case. In 1648, she formally demanded a “vote and voice” in the Maryland Assembly, which the governor denied. Over 250 years later, Harper’s magazine noted: “By this action, Margaret Brent undoubtedly placed herself as the first woman in America to make a stand for the rights of her sex.”
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Dear Friends and Colleagues:

On behalf of the ABA Commission on Women in the Profession, I am delighted to be here with you today to celebrate the 28th Annual Margaret Brent Women Lawyers of Achievement Awards. Every Margaret Brent Award honoree has not only excelled in her career, she has influenced the careers and advancement of other women lawyers, opened doors to jobs that were historically closed to women, or advanced opportunities for women within a key area of the profession. We know that even today, there are barriers to long-term careers for women lawyers and that it continues to be important to highlight women who have persevered and thrived in spite of the challenges—women who are true role models for all of us as we continue to work for advancing women in the law.

The 2018 Brent Award recipients, Patricia Kruse Gillette, Eileen M. Letts, Hon. Consuelo B. Marshall, Cynthia Nance, and Tina Tchen, exemplify the qualities we honor today. With their diverse backgrounds and experiences, they have guided, encouraged, mentored and inspired countless women lawyers through their everyday actions.

Since 1987, the Commission has worked to recognize obstacles for women lawyers across the nation and help all segments of the profession—individual lawyers, legal employers, bar associations, the judiciary, and others—find solutions through innovative research, programs, and publications. The Commission recently completed Zero Tolerance, a guide to best practices for combatting sexual harassment in the legal profession. Our Grit Program gives women lawyers the skills needed to move through difficult professional situations. The Commission will be issuing its publication on guided conversations between women lawyers of color and white women lawyers to explore differences and find common ground for advancement. We have launched a Men in the Mix program that will be taking place in cities across the country. The Commission will continue in the 2018-2019 bar year to use its innovative national research for presenting up-to-date best practices for the Presidential Initiative, Achieving Long-Term Careers for Women in the Law.

These are just a few of the ways the Commission works to secure an equal footing for women in the legal profession and to raise the level of diversity and inclusion to be representative of the people and entities we serve.

It is a great honor to chair the Commission as it heads into its fourth decade of service. Thank you for being a part of our journey, and we welcome you to join us in all of the important work to come.

Sincerely,

Stephanie A. Scharf
Chair, Commission on Women in the Profession
Dear Friends,

On behalf of the American Bar Association, it is my pleasure to welcome you to the 2018 Margaret Brent Women Lawyers of Achievement Awards Luncheon. The amazing lawyers we honor today represent the very best of the profession. Their dedication and service to others is an inspiration to us all.

Our recipients have contributed to the profession in countless ways and blazed the trail for other women. Today, with great joy, we celebrate Patricia Kruse Gillette, JAMS Mediator and Retired Partner, Orrick; Eileen M. Letts, Partner, Zuber Lawler & Del Duca LLP; Hon. Consuelo B. Marshall, U.S. District Judge U.S. District Court; Cynthia E. Nance, Dean Emerita, Nathan G. Gordon Professor of Law and Director of Pro Bono and Community Engagement at the University of Arkansas School of Law; Tina Tchen, Partner, Buckley Sandler LLP. Through their careers, these women have paved a richer, broader path for women in the legal profession. These women are true leaders. Let us remember their stories and their work and re-dedicate ourselves to a future where all lawyers have equal opportunities for advancement.

I would like to extend my personal thanks to the Commission on Women in the Profession for their outstanding leadership and commitment to moving us closer to a legal profession that is hospitable and welcoming to all and their tireless support of a project very near and dear to me—Achieving Long-Term Careers for Women in Law. The profession is forever indebted to this Commission.

Sincerely,

Hilarie Bass

President
American Bar Association
Dear Friends,

It is my great pleasure and privilege to join you as we proudly celebrate the outstanding accomplishments and professional excellence demonstrated by this year’s Margaret Brent Award recipients.

These incredible women are influential leaders in the legal profession and positive role models for us all. Through their determination, hard work, and commitment to justice, they have contributed to opportunity and advancement for women in the legal community and far beyond.

Though we all have much to do together to remove barriers to inclusion and justice, momentum is surely building. It is my hope that such momentum continues to shift the role of women in the right direction for the benefit of our profession and the public we serve.

Congratulations to our deserving honorees, and thank you to the dedicated members and staff of the ABA Commission on Women for their efforts to present another superb awards program.

Sincerely,

Robert M. Carlson
President-Elect
American Bar Association
Dear Colleagues and Friends,

I am very pleased to join with our Association leaders and welcome you to the 2018 Margaret Brent Women Lawyers of Achievement Awards Luncheon.

This year’s honorees are extraordinary individuals and most-deserving of the award. It’s a real pleasure to recognize Patricia Kruse Gillette, Eileen M. Letts, the Honorable Consuelo B. Marshall, Cynthia E. Nance, and Tina Tchen. Each is very worthy of the respect and appreciation that goes with this prestigious honor.

These women represent the best and brightest in our profession. They have all made—and continue to make—significant contributions to our system of justice. As you learn about their contributions, you will see they are extraordinarily inspirational, serving as role models and helping to clear a path for others to follow.

The American Bar Association is committed to promoting diversity within our organization and the profession, and I applaud the efforts our Commission on Women achieve in that regard. Congratulations to the honorees, and best wishes for an enjoyable and memorable awards luncheon.

Sincerely,

Jack L. Rives
ABA Executive Director
Greetings from the Governor of Illinois

Greetings!

As Governor of the State of Illinois, I am pleased to welcome everyone gathered for the American Bar Association’s (ABA) Annual Margaret Brent Women Lawyers of Achievement Awards Luncheon.

The American Bar Association is one of the world’s largest voluntary professional organizations, with nearly 400,000 members and more than 3,500 entities. The ABA is dedicated to advancing diversity and promoting the success of women in the legal profession; advocating for equal rights for all women is a key component of that goal. The ABA should take great pride in its accomplishments.

Today’s event recognizes and celebrates the accomplishments of women lawyers from around the country who have achieved professional excellence in their practice areas and paved the way to success for other women lawyers. I am pleased to congratulate Patricia Kruse Gillette, Eileen M. Letts, U.S. District Judge Consuelo B. Marshall, Dean Cynthia E. Nance, and Tina Tchen on receiving this prestigious award and for their many achievements.

On behalf of the people of Illinois, I offer my best wishes for an enjoyable and memorable event.

Sincerely,

Bruce Rauner
Governor
Dear Friends,

The Margaret Brent Women Lawyers of Achievement Awards Luncheon is a fitting tribute to women lawyers in this country. As a graduate of Georgetown University Law Center, and a sitting member on the Senate Judiciary, Appropriations, and Rules Committees, it is my distinct honor and privilege to recognize the invaluable contributions that the women gathered here today have made to the legal profession, the courts and judiciary.

I would like to commend each of you for the time that you have invested to achieve professional excellence and success. You have all done an outstanding job providing leadership, service and support with your uncompromising commitment to the legal community.

We need more women leaders in law. I am working very hard in Washington to reinforce anti-discrimination and equal-pay requirements. I will continue to fight to ensure equality and opportunity for every woman. Women in this country deserve the best that our Nation has to offer.

On behalf of the citizens of Illinois, I thank you for your continued efforts. The dedication of your service to the legal field is to be highly commended.

Sincerely,

Richard J. Durbin
United States Senator
Greetings Friends,

I am honored to welcome you to the American Bar Association’s (ABA) Margaret Brent Women Lawyers of Achievement Awards Luncheon. I would like to extend a special welcome to all of today’s honorees.

I am particularly appreciative of the ABA’s continuous advocacy to ensure our justice system is fair and accessible for all Americans. I would also like to commend the ABA on recognizing the phenomenal achievements of women in the legal profession.

Now more than ever, we must embrace our nation’s diversity and highlight great women who are essential to enhancing the diverse fabric of our nation’s justice system.

Thank you for the important work you do to promote justice and to celebrate the contributions of women. My best to everyone in attendance at today’s event.

Sincerely,

Tammy Duckworth
United States Senator
Dear Friends:

As Mayor, and on behalf of the City of Chicago, it is my pleasure to extend warm greetings to all those gathered for the American Bar Association Commission on Women in the Profession’s Annual Margaret Brent Lawyers of Achievement Awards Luncheon.

Created in 1987 to assess the status of all women in the legal profession, the Commission on Women in the Profession supports women by raising awareness of and addressing the multifaceted issues they face concerning equity and advancement. The Commission’s dedicated membership—comprised of judges, litigators, educators, and businesswomen as well as local, national, and international officials—has formed several key committees to spur ongoing research and development initiatives to foster progress in the greater community. The Margaret Brent Women Lawyers of Achievement Award was established in 1991 by the Commission to recognize the incredible accomplishments of women lawyers who have excelled in their field. The Commission on Women in the Profession continues to do outstanding work in shaping culture and shepherding change in the legal profession.

This year’s luncheon gives us the special opportunity to acknowledge and honor the legacy of all the women who have come before us. We also come together to recognize and celebrate the accomplishments of women lawyers who have achieved professional excellence and paved the way to success for other women lawyers. I join all those gathered tonight in congratulating Patricia Kruse Gillette, JAMS Mediator, Retired Partner, Orrick, and Author; Eileen M. Letts, Partner, Zuber Lawler & Del Duca LLP; Honorable Consuelo B. Marshall, U.S. District Judge, U.S. District Court; Cynthia E. Nance, Dean Emerita, Nathan G. Gordon Professor of Law, Director of Pro Bono and Community Engagement, University of Arkansas School of Law; and Tina Tchen, Partner, Buckley Sandler LLP on receiving this distinguished award. Your advocacy and activism has helped to fortify the field for countless women from local neighborhoods to communities overseas, from the courtroom to the boardroom and into the classroom. I commend the Commission on Women in the Profession for upholding the mission of advancement and excellence for women in law.

I hope you have an enjoyable event and submit my best wishes for much continued success.

Sincerely,

Rahm Emanuel
Mayor
Award Purpose and Criteria/Past Honorees

The ABA Commission on Women in the Profession established the Margaret Brent Women Lawyers of Achievement Award to recognize and celebrate the accomplishments of women lawyers. Honorees receiving the award have achieved professional excellence in their field and

• Influenced other women to pursue legal careers, or
• Opened doors for women lawyers in a variety of job settings that historically were closed to them, or
• Advanced opportunities for women within a practice area or segment of the profession.

1991
Hon. Phyllis A. Kravitch*
Andrea Sheridan Ordin
Hon. Rosalie Wahl*
Jeanette Rosner Wolman*
Prof. Marilyn V. Yarbrough*

1992
Special Award:
Prof. Anita F. Hill
Margaret L. Behm
Hon. Betty B. Fletcher*
Dean Hermia Hill Kay*
Rep. Patsy Takemoto Mink*
Hon. Leah J. Sears-Collins

1993
Special Award:
Hon. Janet Reno*
Hon. Betty W. Ellerin
Hon. Ruth Bader Ginsburg
Elaine R. Jones
Hon. Joyce L. Kennard
Esther R. Rothstein*

1994
Special Award:
Prof. Barbara Jordan*
Nancy L. Davis
Jean E. Dubofsky
Hon. Margaret
Hilary Marshall
Vilma S. Martinez
Hon. Patricia
McGowan Wald

1995
Special Award:
Hon. Bella Abzug*
Hon. Shirley S. Abrahamson
Mahala Ashley Dickerson*
Prof. Lani Guinier
Louise B. Raggio*
Ada Shen-Jaffe

1996
Hon. Rosemary Barkett
Hon. Beryl Levine
Nina Migliorino*
Lynn Hecht Scharfan
Hon. Patricia Schroeder

1997
Special Award:
Roberta Cooper Ramo
Evelyn Gandy*
Jamie S. Gorelick
Antonia Hernandez
Hon. Joan Dempsey Klein
Drucilla Stender Ramey

1998
Special Award:
Justice Claire
L’Heureux-Dubé
V. Maureen Kempston Darkes
Hon. Bernette
Joshua Johnson
Rep. Irma L. Rangel*
Prof. Judith Resnik
Judith A. Winston

1999
Prof. Barbara A. Babcock
Carol E. Dinkins
Hon. Carol W. Hunstein
Pauline A. Schneider
Hon. Norma L. Shapiro*

2000
Sheila L. Birnbaum
Hon. Shirley M. Hufstedler*
Hon. Judith S. Kaye*
Hon. Sandra Day O’Connor
Dovey J. Roundtree*

2001
Laurel Bellows
Irma Herrera
Hon. Gabrielle Kirk McDonald
Hon. Mary Schroeder
Marna Tucker

2002
Annie Brown Kennedy
Hon. Eleanor Holmes Norton
Prof. Myrna Sharon Raeder*
Judith P. Vladeck*
Hon. Rya W. Zobel

2003
Hon. Martha Craig Daughtrey
Charlye O. Farris*
Joanne M. Garvey*
Dean Colleen A. Khoury
Michele Coleman Mayes

2004
Special Award:
Hauwa Ibrahim
Marina Angel
Teveia Barnes
Linda Klein
Catherine Lamboley
Hon. Jean Hoefer Toal

2005
Special Award:
Hillery Rodham Clinton
Loretta Collins Argrett
Mary Cranston
Hon. Carolyn Dineen King
Judith L. Lichtman
Hon. Mary Ann McMorrow*

2006
Ellen Godsbey Carson
Constance Slaughter-Harvey
Hon. Peggy A. Quince
Hon. Betty Roberts*
Joan C. Williams

2007
Roxana C. Bacon
Hon. Marsha S. Berzon
Angela M. Bradstreet
Marva Jones Brooks
Hon. Irma S. Raker

2008
Special Award:
Sarah Weddington
Hon. Ruth Cooper Burg
Robert S. Karmel
Linda Strite Murnane
Mary Jo White
Hon. Ann Claire Williams

2009
Linda L. Addison
Helaine M. Barnett
Hon. Arnette R. Hubbard
Hon. Vanessa Ruiz
Loretta A. Tuell

2010
Brooksley E. Born
Elizabeth J. Cabraser
Willie Stevenson Glanton*
Hon. M. Margaret McKeown
Laura Stein

2011
Special Award:
Hon. Beverley McLachlin
Eleanor Dean Acheson
Paulette Brown
Karen J. Mathis
Col. Maritza S. Ryan
Hon. Esther Tomljanovich

2012
Tani G. Cantil-Sakauye
Marcia Devins Greenberger
Joan M. Hall
Arinda Locklear
Amy W. Schulman

2013
Hon. Mazie K. Hiroto
Sara Holtz
Hon. Gladys Kessler
Marygold Shire Melli*
Hon. Therese M. Stewart

2014
Hon. Nancy Gertner
Anastasia D. Kelly
Allie B. Latimer
Hon. Kathryn Doi Todd
Marissa C. Wesely

2015
Hon. Mari Carmen Aponte
LTG Flora D. Darpino
Hon. Fernande R.V.
(Nan) Duffy
Mary Ann Hynes
Prof. Emma
Coleman Jordan

2016
Ginger Ehn Lew
Roberta D. Liebenberg
Nancy E. O’Malley
Hon. Judith W. Rogers
Judith A. Scott

2017
Nancy Duff Campbell
Hon. Bernice Bouie Donald
Hon. Lynn Nakamoto
Lauren Stiller Rikleen
Nadine Strossen

*Deceased
Welcome
Stephanie A. Scharf
Chair, ABA Commission on Women in the Profession

Greetings
Hilarie Bass
President, American Bar Association
Robert M. Carlson
President-Elect, American Bar Association

Presentation of Awards
Stephanie A. Scharf

Honorees
Patricia Kruse Gillette
Eileen M. Letts
Hon. Consuelo B. Marshall
Cynthia E. Nance
Tina Tchen

Special Thanks to
Girl Scouts of Greater Chicago NW Indiana Council,
Service Unit 409 and Troop Leader Molly McDonough
Patricia Kruse Gillette

Patricia Gillette is a well-known name in the legal industry. Now an author, speaker, and widely recognized expert on gender diversity and equality, Gillette also has a formidable reputation as a top-notch employment law litigator for Fortune 100 clients.

Her litigation career took off while she was heading the Personnel Law Section of the Legal Department at Bank of America. As one of the few in-house counsels trying cases, Gillette became the “go to” advisor for her colleagues in other financial institutions, helping them evaluate their litigation matters. A frequent speaker at employment law conferences on trial tactics and strategy, her reputation continued to grow.

Upon leaving Bank of America, Gillette went to a boutique firm, bringing the Bank's employment litigation. Given her financial services industry expertise, she was retained by nearly every major financial institution in California.

Gillette’s reputation as a charismatic trial lawyer led other clients to her door as she developed a large book of business that would continue through her 40 years of practice. Moving to Heller Ehrman to head up their Employment Law Practice Group and later to Orrick Herrington & Sutcliffe, LLP, she took her place as a firm leader and a top rainmaker.

In 2006, Gillette co-founded the Opt-In Project, a nationwide initiative, focused on redefining best practices by changing the structure of law firms. The 2007 Opt-In Report was instrumental in shifting the focus surrounding the retention of women from a ‘part-time’ centric ideal to the structural barriers that were negatively impacting women. This study was the first of its kind to garner national attention on these issues and became a catalyst for change.

During her tenure with Heller and Orrick, Gillette chaired the women’s initiatives, received numerous honors and awards from state and national organizations for her work to advance women, and was routinely listed as one of the top women employment litigators in California.

She also served as a member of the ABA Commission on Women in the Profession from 2010 to 2013, and on the ABA Task Force on Gender Equity, co-chairing the Model Compensation Committee, which published materials to help bring more pay equity to women lawyers’ compensation. From 2009–2012, she co-chaired the San Francisco Bar Association’s No Glass Ceiling Initiative, designing several events including a symposium co-sponsored by the Commission on Women connecting female general counsels with law firm managing partners to underscore the need for more female leadership in law firms. Gillette currently serves as a board member and Chair of Development for DirectWomen, a nonprofit dedicated to preparing women lawyers to serve on public company boards, and serves on the board of Equal Rights Advocates.

In December of 2013, Lawyer Metrics completed a study identifying the characteristics of successful rainmakers. Gillette was the driving force behind this initiative. The study concluded that rainmaker characteristics are not gender-based, but instead rooted in the ability to build relationships. Gillette now speaks nationally on the results of the study to law firm attorneys.

Gillette also lays claim to the Mansfield Rule, developed by the team she co-chaired at the 2016 Hackathon. This rule, which requires that 30% of candidates for leadership positions be women or minorities, has been adopted by 40+ firms. Gillette believes the increased visibility for these underrepresented groups will expand their leadership opportunities.

After 40 years as an employment lawyer, rainmaker, firm leader, and litigator, Gillette resigned from her partnership with Orrick in 2015 to focus on speaking and writing, but her reputation as a problem solver who could find reasonable solutions for all parties did not go unnoticed. She was invited to join JAMS and now spends time mediating employment cases.

Gillette is also busy writing articles and creating literature that will inspire future generations of women lawyers. Her writing is featured in chapter two of Beyond Bias: Unleashing the Potential of Women in Law, released in June 2017, where she highlights solutions to increase the number of women in positions of power and authority in firms and corporations. Her book, Rainmakers: Born or Bred, published in November 2017, provides a roadmap for how attorneys can use the Rainmaking Study results to enhance their business development efforts. Gillette’s legacy in the legal profession will continue through the many mentees she has coached, teaching them to vie for leadership positions, negotiate for appropriate compensation, and be their own best advocate. She credits her husband of 44 years and her enlightened and accomplished sons for allowing her to just be her.

Her commitment to guiding, influencing, and championing other women lawyers, while simultaneously challenging the traditional structure of the legal industry to leave the legal profession in a better state than when she found it, makes Patricia Gillette a shining example of what a Margaret Brent recipient should be.
A graduate of The Ohio State University and IIT Chicago-Kent College of Law, Eileen Letts has represented a bevy of government and Fortune 500 clients and won various awards for her commitment to community service and her efforts to improve the legal profession. She has also served as the leader of many legal organizations and task forces, but the journey to her illustrious career in the legal profession began as a young child visiting family in Michigan.

During summer breaks, a young Letts would visit her uncle during his time on the bench, and the sight of him, regal in his judicial robes, stuck with her. Years later, during Letts’ time in college, an older cousin attended law school and shared his experiences. These conversations cemented the notion of legal service and, in 1978, Letts received her Juris Doctorate.

Shortly after graduating, Letts became a law clerk for Justice Glenn T. Johnson, the second African-American to serve on the Illinois Appellate Court. Letts would come to think of him as a great mentor, later saying that his encouragement was influential in her development as an attorney. She has since paid it forward with her own mentoring efforts, the first of which began just after passing the bar. Letts immediately began volunteering with Minority Legal Education Resources, Inc. (MLER), a nonprofit organization focused on tutoring law students of color to pass the bar exam. She went on to become the program director, board member, and, eventually, president of the organization.

In 1981, Letts was awarded the Maurice Weigle award from the Chicago Bar Association. The award is meant to highlight a young attorney’s contributions to the legal profession, the bar organization, and the community as a whole. Letts later served as chair of the Young Lawyers Section of the Chicago Bar Association, a group of 10,000 lawyers and one of the largest young lawyer organizations in the country. She was the first African-American to hold the position. During her one-year term, she established a free career counseling service to help lawyers who were reconsidering their career choices; sponsored an all-day job fair for lawyers with the Minorities in the Profession Committee; established a project to provide legal counseling to women in County Jail with the Legal Status of Women Committee and The Chicago Legal Advocacy for Incarcerated Mothers; and a Lawyers in the Classroom program.

During her six years of service to Chicago as an attorney for the Chicago Housing Authority and an Assistant Corporation Counsel for the City, Letts represented the City in a number of high-profile cases before settling into private practice at Jones Ware & Grenard, one of the leading black-owned firms of the late 1980s. Letts was a rising star, and she made partner within her four years with the firm.

Letts left Jones Ware & Grenard in January 1990 and went on to co-found Greene and Letts with a current partner, Martin Greene in less than a month. The road was challenging, but worth it; she now had another opportunity to influence the lives of other women lawyers. In this new role, Letts hired other women of color and imparted upon them the high standards that were necessary to become a successful practitioner. Ultimately, Greene and Letts became a small successful boutique firm.

Letts also participated in a lawyer-to-lawyer mentoring program created by the Illinois Supreme Court Commission on Professionalism, where she mentored a solo practitioner through the Black Women Lawyers Association of Greater Chicago. She used the occasion to connect with her charge, not only professionally by introducing her to judges and other acquaintances, but also personally. The two would often get lunch or text each other while watching television in the evenings.

In 2015, Letts was asked to co-chair then-president Paulette Brown’s Diversity & Inclusion 360 Commission. The Commissioners were asked to examine the state of the profession as it pertained to diversity and inclusion and create a plan of attack to correct the issues they discovered. Over the course of just a year, Letts led the Commission to develop training videos on implicit bias; pass policies on diversity; and create the National Pipeline Diversity Initiatives Directory, a platform built to help students of varying ages pursue their dreams of having a career in law.

After 26 years of successful practice, Greene and Letts joined forces with Letts’ current firm, Zuber Lawler & Del Duca LLP, gaining a national presence and new capabilities. There she directly mentors two female associates as part of the firm’s mentorship program.

Letts believes that mentoring women is a responsibility, adding that it is important for others to see her living her dreams so they can know their dreams are attainable. Given her venerable legal presence, success in business ownership, and selfless nature, she has certainly led by example.
Judge Consuelo B. Marshall was born and raised in segregated Tennessee at a time when very few women dared to even dream of becoming lawyers, let alone judges. Yet, Judge Marshall not only dreamed of becoming a lawyer, she went on to achieve so much more. In the 1940s and 1950s, with no lawyers or judges in her family, she looked to the great activists and attorneys of the time, who were often prominent civil rights figures, as worthy examples leading her to choose the legal profession.

After two years of schooling at Los Angeles City College, she moved east to finish her undergraduate education at Howard University. She soon realized that law was the right fit and continued her education at Howard University Law School. She graduated third in her class and served as editor of the law journal.

Interestingly, some of the very professors who educated her did not believe women should practice law. Despite naysayers, she persevered and, in 1962, became the first woman hired as a lawyer by the Los Angeles City Attorney’s office where she began her career as Deputy City Attorney. This would the first of an astonishing collection of “firsts” during her legal profession.

Five years later, she was offered a position in private practice. As a working mother, she wanted additional flexibility, so she accepted an offer to practice with Cochran & Atkins and worked as a referee in Juvenile Court on an as-needed basis. This small move proved to have a significant impact ultimately launching her career in the courts.

In 1971, Judge Marshall left private practice and became a Superior Court Commissioner. She quickly rose through the judicial ranks. Five years later, she was appointed as a judge to the Inglewood Municipal Court and shortly thereafter she was appointed as a judge in the Los Angeles Superior Court.

In 1980, Judge Marshall was appointed to the U.S. District Court for the Central District of California. She was the first woman of color to become an Article III federal judge in that district and the ninth woman of color nationwide. Finally, in 2001, she became the first woman to serve as Chief Judge of the Central District of California.

Judge Marshall has handled many high-profile federal cases, including the Heidi Fleiss case. After imposing sentence, Judge Marshall wished Fleiss well, saying, “When you are released from custody, hopefully you’ll do many of the things you’ve dreamed about. I believe you’ll be a positive role model for other young women just by the experiences you’ve had.” Her kind words speak volumes about the woman behind the accolades. One of her many mentees described her as both “down-to-earth” and “approachable.”

Judge Marshall’s kind and generous nature carries over into her work outside the courtroom. Since 2006, she has worked with the ABA Section of Litigation’s JIOP program, a multi-racial nonprofit organization comprised of lawyers and judges dedicated to developing and nurturing young persons who are interested in the law and who come from various ethnic backgrounds under-represented in the legal profession. She also encourages other judges in the Ninth Circuit as well as state court judges to be active in the program.

She participates in the annual Summer Legal Institute in Los Angeles, which is modeled on the Just the Beginning Foundation program in Chicago. The Summer Legal Institute introduces high school students to the legal profession, educates them on legal concepts and the practice of law, and inspires them to participate in the legal profession. Students are mentored and offered programs on college admissions, financial aid and legal topics. Judge Marshall credits these programs as one of the highlights of her judicial career.

Another highlight of Judge Marshall’s judicial career is her work in the international legal community. From 2006–2017, she chaired the Ninth Circuit Pacific Island Committee, which oversees training of judges for the Pacific Islands of Guam, Saipan, Palau, American Samoa, the Federated States of Micronesia, and the Republic of the Marshall Islands. She is an active member of the International Association of Women Judges, has served as a delegate to the Pacific Judicial conferences in Vanuatu, Tonga, French Polynesia, the Solomon Islands, New Zealand, and Papua New Guinea, and has lectured in Nigeria, Ghana, Zimbabwe, Yugoslavia, Italy and Greece.

Representation is an important part of encouraging the next generation to believe they can achieve their dreams, and Judge Marshall is certainly an excellent blueprint. While her many accomplishments in her legal career make her an excellent role model to aspiring women lawyers, especially women of color, it is her humble demeanor and willingness to actively give back to her community that truly sets her apart. The Commission could not be prouder to honor her with the Margaret Brent Award.
Nance is particularly accomplished in developing, encouraging, bolstering and advocating for women. The ABA Section of Labor and Employment Law, which nominated her, received many supportive comments from colleagues, students and friends including:

“Upon joining the faculty, Cyndi immediately took me under her wing … I was appointed to the board of the AALS Section on Labor and Employment Law. I currently hold the position of Chair of the Section, and I owe the honor of serving in that role to Cyndi for making those initial connections for me.”

“There is no way on this earth that I would be an attorney today if it weren’t for Cyndi Nance. I never would have made it without her encouragement, guidance, support and leadership.”

“Cynthia Nance is a woman who gives her all to every student who walks through her classroom door.”

“Whether she is serving as the undergraduate advisor for her sorority or helping young people from underrepresented groups understand the value of a law degree, she is a dedicated advocate who thoroughly serves her profession, community and family.”

“After learning about Ms. Brent, perhaps the strongest recommendation I can make on Ms. Nance’s behalf is that she is Margaret Brent’s natural heir. Ms. Nance does not simply pave the way for other female lawyers; she actively mentors them and guides them along their legal career paths.”

“Her selfless giving, wisdom, drive and refusal to accept anything ‘less than’ is nothing short of remarkable. She has forged a path for me and other female attorneys, particularly those of color, which allows us to continue to break barriers such as she has.”

“She is driven in so many ways and by so many things, which have given her a level of kindness, empathy and determination that is both magnetic and inspiring. People are drawn to her because her work is personal as well as professional.”

In addition to her generosity with time and knowledge, she is also a philanthropist. She created the Dennis Shields Award scholarship at the University of Iowa College of Law in honor of a mentor who was instrumental in her decision to attend law school and endowed the Eual Dean and Fern Nance Social Justice Scholarship in her parents’ names at the University of Arkansas.

Speaking to a group of pre-law students from underrepresented groups in the legal profession, Nance reminded the students of the need to be GREAT: grounded, real, excellent, accountable and tough—all traits that are eminently recognizable to all who know her and that epitomize the qualities of a Margaret Brent recipient.
Born in Columbus and raised in Cleveland, Ohio by Chinese immigrant parents, Christina “Tina” Tchen had the values of public service and community involvement instilled in her from a very young age. Although she had no lawyer role models in her family, she cites her mother's determination to remain an active parent and hard-working volunteer—despite having a serious illness—as one of her main career inspirations.

In 1978, Tchen graduated from Radcliffe College at Harvard University. Rather than launch directly into graduate school, she took two years off to join the working world and solidify her true goals. During that time, Tchen worked for the Illinois Bureau of the Budget, doing the budget analyst work for the Illinois Department of Children and Family Services (DCFS), joined the National Organization for Women (NOW), and worked on the campaign to ratify the Equal Rights Amendment, which was centered in Springfield, Illinois at that time. She noticed the far-reaching positive impact lawyers could make on public policy. With this experience still fresh in her mind, she enrolled in Northwestern University School of Law.

Tchen continued her advocacy throughout law school, becoming the vice president of the Illinois chapter of NOW and coauthoring the Illinois Criminal Sexual Assault Act of 1983, a bill that helped modernize Illinois rape laws to include sexual assault and other abuses. Before graduating from Northwestern in 1984, Tchen served as a summer associate at Kirkland & Ellis, where she found her calling in litigation.

After completing her studies, Tchen clerked for U.S. District Court Judge John F. Grady, and then joined the Chicago office of Skadden, Arps, Slate, Meagher, & Flom LLP, where she would go on to practice complex civil litigation, class actions, corporate investigations and securities law, among other areas, for twenty-three years. While Tchen typically represented Fortune 500 corporations, she also assisted public sector clients such as the Illinois Department of Public Aid, the Chicago Housing Authority and DCFS. It was on behalf of DCFS that in 1991, while still an associate, she had the memorable opportunity to argue before the U.S. Supreme Court, adding her name to a remarkably short list of women of color who had done so. The partner on the case, former District Judge Susan Getzendanner, recommended that Tchen make the argument because she was the most well-versed in the underlying facts of the case. She ultimately won that case and was elevated to partner in 1992.

Despite her illustrious career at Skadden, Tchen was not immune to negative stereotypes about Asian-American attorneys, such as jurors commenting that they were impressed she spoke English so well, despite English being Tchen's first and only language. Undeterred, Tchen devoted time throughout her career to tap into her roots as an advocate for women's rights, including serving as a mentor to young women lawyers at her firm and leading numerous grass roots and philanthropic organizations. She also helped grow Personal PAC to promote abortion rights, served as a leader in the ABA Section of Litigation, and heavily supported candidates for office who were proponents of gender equity.

In 2009, she was asked to join the Obama administration where she first served as Director of the White House Office of Public Engagement; in 2011, she became an Assistant to the President and Chief of Staff to the First Lady. Throughout her eight years with the administration, she was also the Executive Director of the White House Council on Women and Girls, created by President Obama in March 2009 to oversee policies throughout the federal government concerning women and girls. Some of the initiatives included agendas to support women and minorities succeeding in the workplace and combat violence against women, as well as ‘Let Girls Learn,’ the administration's effort to support the education of adolescent girls around the world.

After leaving the White House in 2017, Tchen returned to Chicago before joining the local office of Buckley Sandler LLP as a partner. In September 2017, she started the firm’s Workplace Cultural Compliance practice. She also leads the charge for women’s equality as one of the founders of the Time’s Up Legal Defense Fund, housed at the National Women's Law Center, to provide legal support to those who have experienced sexual harassment in the workplace.

Tchen believes that it is her responsibility to “pay it forward” after she received valuable mentorship, powerful lessons from her parents, and the unique call to serve a president of the United States. Both her work as a litigator and her passion for community involvement continue to fulfill that responsibility. It is this passion for service, both to her legal community and the community of women as a whole, that makes Tina Tchen the definition of a Margaret Brent honoree.
Thank You to All of the Generous Supporters of the

2018 Margaret Brent Women Lawyers of Achievement Awards Luncheon

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Donor Recognition

DRIVE Change Endowment

Generous gifts or multi-year pledges ensure that the Commission continues to provide programs and publications that give women attorneys the tools needed to attain maximum professional advancement.

The Commission on Women would especially like to thank the following individuals for their generosity and willingness to support women in the legal profession:

Elizabeth J. Cabraser — Defender
Michelle Banks — Energizer
Michele Coleman Mayes — Energizer

If you are interested in contributing to the Commission on Women in the Profession’s Endowment, please contact Melissa Wood at 312-988-5676 or Melissa.Wood@americanbar.org.
Donor Recognition

Brent Circle of Giving
(as of 6/21/18)

The Commission converted its Brent Circle of Giving to an Annual Giving program where individuals have the opportunity to be recognized for their annual support. Donors who give on an annual basis will “climb the ladder” and be honored for their cumulative generosity over time.

**Platinum Circle**
Elizabeth J. Cabraser

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Michele Coleman Mayes
Michelle Banks

**Silver Circle**
Stephanie A. Scharf

**Bronze Circle**
Linda Hayman
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Lorelie Masters

**Charter Members**
The ABA Commission on Women in the Profession is proud to thank these legal visionaries for their participation in the original Brent Circle of Giving program.

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With much esteem and admiration, colleagues, mentees, families, and friends recognize women lawyers whose incredible contributions have forever altered the course of their lives. The following pages are filled with their tributes.
The 360 Commission on Diversity and Inclusion Congratulates its Co-Chair

Eileen Letts
Recipient of the 2018 Margaret Brent Award.

Your dedication and commitment to diversity and inclusion strengthened our Commission and the ABA.

Your friends on President Paulette Brown’s 360 Commission on Diversity and Inclusion:

Paulette Brown  Paul Fishman  Martha Minow  Darcee Siegel
Dennis Archer  Phoebe Haddon  Kimberly Norwood  Joseph West
Bill Neukom  Juanita Hernandez  Erika Robinson  Ann Williams
Mary T. Torres  James Holmes  Mark Roelling
Benes Aldana  Scott LaBarre  Wendy Shiba
Salutes

Margaret Brent Women Lawyers of Achievement Recipient

Cynthia E. Nance

On behalf of the Section of Labor and Employment Law, we send our heartiest congratulations to Margaret Brent Women Lawyers of Achievement Award honoree Cynthia Nance.

Professor Nance’s passion for service to others and support of other women lawyers are examples to which we all should aspire. We are so pleased that her extraordinary contributions as a peer and mentor are being recognized by this Award. She truly personifies the word “achievement.”

We are proud and fortunate to have Cyndi as an active member of our Section. Her participation enriches the experience of all of our members, from law students to the most seasoned practitioners.

We send our very best wishes and congratulations to Cyndi, along with our thanks for all that she has done for women in the legal profession.

Don Slesnick
Section Chair

Joseph E. Tilson
Section Chair-Elect
Arnold & Porter proudly supports the
ABA Commission on Women in the Profession
and joins in honoring this year’s Margaret Brent Award recipients for their sustained professional excellence and commitment to aiding the success of other women lawyers.
Baker Donelson proudly salutes our very own Linda Klein, Immediate Past President of the ABA and 2004 Margaret Brent Award Recipient, along with this year’s Margaret Brent Women Lawyers of Achievement.

2018 Honorees:

Patricia Kruse Gillette; JAMS Mediator; Retired Partner, Orrick; Author; Kensington, CA

Eileen M. Letts; Partner; Zuber Lawler & Del Duca LLP; Chicago, IL

Honorable Consuelo B. Marshall; U.S. District Judge; U.S. District Court; Los Angeles, CA

Cynthia E. Nance; Dean Emerita, Nathan G. Gordon Professor of Law,
Director of Pro Bono and Community Engagement; University of Arkansas School of Law; Fayetteville, AR

Tina Tchen; Partner; Buckley Sandler LLP; Chicago, IL

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We congratulate the Hon. Consuelo B. Marshall and all of the recipients of the 2018 Margaret Brent Women Lawyers of Achievement Award.
CALIFORNIA WOMEN LAWYERS
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MARGARET BRENT WOMEN LAWYERS
OF ACHIEVEMENT AWARDEES

WE CELEBRATE OUR CALIFORNIA LEADERS

PATRICIA KRUSE GILLETTE
&
HON. CONSUELO B. MARSHALL

AND THANK YOU FOR PAVING THE WAY TO SUCCESS
FOR OTHER CALIFORNIA WOMEN LAWYERS.
Congratulations

Pat Gillette

Your Passion and Enthusiasm Are an Inspiration!

We are proud to have served with you on the ABA Commission on Women in the Profession.

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Mary Cranston
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DirectWomen is proud to support the ABA’s Commission on Women in the Profession

And congratulates DirectWomen Advisory Board Member

Patricia K. Gillette

And all other Margaret Brent Honorees, including prior DirectWomen Recipients of the

Margaret Brent Women Lawyers of Achievement Award

Linda L. Addison, Mary B. Cranston, Mary Ann Hynes, Roberta S. Karmel, Stasia D. Kelly, Catherine A. Lamboley, Roberta D. Liebenberg, The Honorable Vilma S. Martinez, Laura Stein, and Marissa C. Wesely

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GIVE THEM A HAND.

DLA Piper is proud to support the American Bar Association’s 28th Annual Margaret Brent Women Lawyers of Achievement Awards Luncheon and congratulates all of today’s honorees. They are all an inspiration to women everywhere.
Congratulations to JAMS neutral

Patricia K. Gillette, Esq.

and her fellow Margaret Brent Women Lawyers of Achievement awardees:

Eileen M. Letts
Hon. Consuelo B. Marshall
Cynthia E. Nance
Tina Tchen

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ABA Commission on Women in the Profession

in celebrating this year’s
Margaret Brent Women Lawyers of Achievement

we recognize this year’s honorees for their accomplishments, professional excellence and for being role models to women lawyers

and

we especially recognize

Cynthia E. Nance

a leader in legal education and advocacy,
a champion and trailblazer for social justice issues and
a mentor and inspiration to all women

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Eileen M. Letts

We are proud to have served with you on the ABA Commission on Women in the Profession.

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CONGRATULATIONS

Eileen Letts & Tina Tchen

2018 MARGARET BRENT WOMEN LAWYERS OF ACHIEVEMENT AWARD RECIPIENTS

We thank Eileen and Tina for their tremendous work on behalf of women in the profession and applaud their commitment and service.

Nancy and Scott Atlas  Kim J. Askew  Peter Buscemi
JoAnne Epps  Brit Groom  Roberta Liebenberg
Sara Lipscomb  Linda Listrom  Judith Miller
Honorable Karen G. Mills  Honorable Penny S. Pritzker  James Reeder and Eric Nevill
Judge Marshall

Just as your journey has molded and shaped the remarkable person you are—with your commitment to fairness, equality and justice—our time with you has helped to mold and shape each of us. We are grateful for the opportunity to have worked in chambers and become part of your family of former clerks.

We thank you, we honor you, and we love you.

- Your Former Law Clerks
Congratulations Patricia (Pat) Gillette!

You are an incredibly inspiring colleague, leader and friend.

Michelle Banks
Former Commissioner and
Margaret Brent Women Lawyers of Achievement
Awards Luncheon Co-Chair 2015-16
These women are **changing the world**.

We join in celebrating the honorees of the 2018 Margaret Brent Women Lawyers of Achievement Award for their distinguished contributions to diversity and the legal industry.

You are an inspiration to the lawyers of today and tomorrow.

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HERE’S TO A FUTURE OF LESS “#MeToo” AND MORE “FOLLOW ME”

Thanks, Pat Gillette, for leading the way. You’re an inspiration to all of us.

And thanks to all of the members of our Women’s Leadership Board, including Pat, and ...

Kim Azzarelli, Seneca Women
Michelle Banks, Barker Gilmore
Dorian Daley, Oracle Corporation
Paul Grewal, Facebook
Randy Komisar, Kleiner Perkins
Elizabeth Matthews, Total
Wanji Walcott, Paypal
Mallun Yen, RPX Corporation

And from Orrick:
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and Partner Samantha Grant, Commissioner of the ABA Commission on Women in the Profession, proudly support the 28th Annual ABA Margaret Brent Women Lawyers of Achievement Awards Luncheon.

Congratulations to this year’s honorees
Congratulations to

Tina Tchen
From Your Friends and Colleagues

Recipient of the
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Women Lawyers of
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“Each person must live their life as a model for others.”

–Rosa Parks

WilmerHale is proud to support the American Bar Association’s 28th Annual Margaret Brent Awards Luncheon. Congratulations to this year’s awardees who have excelled in their field and paved the way to success for other lawyers.
The World Justice Project congratulates the 2018 Margaret Brent Award winners for excelling in the legal field and paving the way for other women lawyers.

Our work is dedicated to advancing the rule of law, which reduces corruption, combats poverty and disease, and protects people from injustices large and small. It is the foundation for communities of peace, equity, and opportunity.

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Congratulations!
EILEEN M. LETTS

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2018 Margaret Brent Women Lawyers of Achievement Award

The ABA Section of Antitrust Law congratulates the honorees of the 2018 Margaret Brent Women Lawyers of Achievement Award. These women have contributed to the legal profession through their inspiration and dedicated service.

The Section of Antitrust Law is a valuable resource on major substantive aspects of federal and state antitrust, competition, trade regulation, and consumer protection law and policy and is committed to the Commission’s objective of promoting and increasing the participation of women lawyers of color, and other underrepresented groups.

For more information on the Section of Antitrust Law programs and activities, visit our website at www.americanbar.org/antitrust or contact the Section staff at 312/988-5575.

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The Business Law Section Congratulates the 2018 Margaret Brent Award Honorees.

The Business Law Section is proud to support the 2018 Margaret Brent Awards Luncheon to demonstrate our continued commitment to the advancement of women in the legal profession.

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Also, explore our new business law today businesslawtoday.org
The ABA Section of International Law would like to congratulate the 2018 honorees on achieving the Margaret Brent Award.
The Judicial Division congratulates
Hon. Consuelo Marshall
and all recipients of the
2018 Margaret Brent Women Lawyers of Achievement Award

The ABA Section of Litigation Congratulates
Eileen M. Letts
Tina Tchen
and all the 2018 Margaret Brent Women Lawyers of Achievement Awardees

Learn more about the Section of Litigation at abalitigation.org.
Offer warmest congratulations to the 2018 recipients of the Margaret Brent Women Lawyers of Achievement Award for their commitment to excellence in the legal profession and for creating opportunities for other women lawyers to excel in their own careers.

The Section also recognizes all of the strong and committed women in our Section. Special accolades go to our first woman Chair, Judge Ruth C. Burg (Ret.), who enthusiastically mentored us all, as well as our past Chairs—Sharon L. Larkin, Judge Carol Park-Conroy (Ret.), Karen L. Manos, Patricia A. Meagher, Patricia H. Wittie, Judge Mary Ellen Coster Williams, Marcia G. Madsen, and Karen Hastie Williams—and our incoming Chair, Kara M. Sacilotto.

CONGRATULATIONS
TO THE HONOREES OF THE 2018 MARGARET BRENT WOMEN LAWYERS OF ACHIEVEMENT AWARD

The American Arbitration Association® (AAA®) congratulates the 2018 Margaret Brent Women Lawyers of Achievement Award recipients for their outstanding achievements, trailblazing efforts, and professional excellence in their field.
THE FELLOWS OF THE AMERICAN BAR FOUNDATION PROUDLY CONGRATULATE

Eileen M. Letts (Fellow), Cynthia E. Nance (Life Fellow), and Tina Tchen (Life Fellow) ON RECEIVING THE

2018 Margaret Brent Women Lawyers of Achievement Award

Black Women Lawyers’ Association and Cook County Bar Association CONGRATULATES

Eileen M. Letts

Recipient of the 2018 Margaret Brent Women Lawyers of Achievement Award
Cozen O’Connor is proud to support the 28th Annual Margaret Brent Women Lawyers of Achievement Awards Luncheon and Award Recipient Cynthia Nance.

Dentons and WomenLEAD are proud to support the ABA Commission on Women in the Profession.

Congratulations to the 2018 honorees.

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We congratulate the 2018 Margaret Brent Women Lawyers of Achievement Award recipients and celebrate their trailblazing accomplishments that have paved the way for other women lawyers.

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We are committed to the advancement and success of women lawyers and are grateful for the important work being done by the ABA Commission on Women in the Profession.

Law School Admission Council

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Cynthia E. Nance

Recipient of the
2018 Margaret Brent Women Lawyers of Achievement Award
Bravo.

Locke Lord congratulates this year’s Margaret Brent Women Lawyers of Achievement Awards Honorees, Patricia Kruse Gillette, Eileen M. Letts, Hon. Consuelo B. Marshall, Cynthia E. Nance and Tina Tchen, who have excelled in their field and have paved the way to success for other women lawyers. Well done!

We proudly recognize our Partner, Paulette Brown, 2011 recipient of the Margaret Brent Women Lawyers of Achievement Award, and past President of the American Bar Association.

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2018 Margaret Brent Women Lawyers of Achievement Awards

Congratulations to our nominee

Tina Tchen
and all of the award recipients.
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Dean Margaret Sova McCabe and the University of Arkansas School of Law are proud to Congratulate our very own 2018 Margaret Brent Award Recipient Cynthia E. Nance

Dean Emeritus; Nathan G. Gordon Professor of Law
We congratulate the recipients of the 28th Annual Margaret Brent Women Lawyers of Achievement Awards

The University of Iowa College of Law Congratulates

Cynthia Nance
(Class of 1989)

Recipient of the 2018 Margaret Brent Women Lawyers of Achievement Award
The Commission on Women’s
Perspectives
is getting a brand new look!

Beginning this fall, join us for bi-monthly e-issues
featuring unique articles on an array of cutting-edge
issues confronting today’s woman lawyer,
career advice, coverage of Commission activities and
events, news from other women’s bar associations,
and articles from successful women lawyers.

A set of links to the online publication will be sent to ABA women
members. Current and archived content is available online at
Congratulations to our cherished Board member Patricia Gillette on being recognized as a 2018 Margaret Brent Honoree!

Congratulations, Judge Marshall!

You are an incredible judicial role model and your commitment to access to justice is an inspiration. Thank you for the dignity, respect, and fairness you afford to all who appear before you.

Judge Mary E. Kelly
Former Supervising Trial Attorney with the Los Angeles Federal Public Defender
Zero Tolerance
*Best Practices for Combating Sex-Based Harassment in the Legal Profession*

A comprehensive update to the ABA Commission on Women in the Profession’s previous sexual harassment material. The primary goal of this manual is to provide all too necessary tools to legal organizations and victims of harassment and bullying. It strives to enhance the common understanding of workplace abuse and expand it to include non-sexual abusive behavior, while introducing protections for individuals with a range of sexual orientations, genders, and racial and ethnic identities.

PRICE: $49.95; ABA Members $39.97 | PRODUCT CODE: 4920050

Grit, the Secret to Advancement
*Stories of Successful Women Lawyers*

This unique volume contains new research by the Commission on grit and growth mindset, two traits that have been shown to impact the success of women lawyers. The Commission’s expanded research covered all legal work environments: solo practice; small, medium, and large firms; corporations; government; and nonprofits. The book also is a collection of 47 letters from a group of diverse women who have used these principles to advance in their careers, who share their advice, insight, and experience as female attorneys who have achieved success in the practice of law. You will learn from these women how to use grit and growth mindset to blaze your own trail to success.

PRICE: $34.95; ABA Members $27.95 | PRODUCT CODE: 4920049

The Road to Independence
*The Road to Independence*

*What Really Works for Women in Law*

One of the Commission on Women in the Profession’s highest priorities throughout the years has been to provide women lawyers with the information and tools they need to advance into leadership positions in all areas within the law. *Learning to Lead* provides a concise road map of the latest collective wisdom on leadership and applies those principles to women lawyers. It also features interviews with 11 women legal leaders who share their lessons learned and tips for success. Read this book, take action, and chart your course to leadership and success.

PRICE: $24.95; ABA Members $19.95 | PRODUCT CODE: 4920048
**Commission on Women in the Profession**

**Online Toolkit Menu**

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**ABA Toolkit for Gender Equity in Partner Compensation**

**Working towards Fair Pay for Women Lawyers**

June 10, 2018 marks the 55th anniversary of the passage of the Equal Pay Act, which prohibits wage discrimination on the basis of sex. Yet despite the Act, equally educated women and men in the same occupations with similar work experiences bring home very different paychecks. Women lawyers are not immune from income inequality. Women partners in law firms earn substantially less than their male colleagues even when they perform exactly the same work, have similar books of business, and make similar (or even greater) contributions to firm administration. Unequal compensation diminishes women's prospects for success, and unfairly undervalues the material contributions of women to their firms. Plus, pay inequities have a profound effect on a firm’s performance and profits. The Toolkit – available free of charge at americanbar.org/genderequity – gives you all the materials you need to present a successful program, including a program outline, customizable PowerPoint slides, questions for panelists, program handouts, and a bibliography. The Toolkit also provides text for use in your promotional efforts and suggested dates so that your program can coincide with national events to maximize publicity.

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**The Grit Project Program Toolkit**

**Using Grit and Growth Mindset to Advance Women in the Law**

**GRIT – perseverance and passion for long-term goals**

**GROWTH MINDSET – the view that one’s abilities can be developed**

The Grit Project educates about the science behind grit and growth mindset and, through its online Toolkit, provides bar associations, law firms, corporate legal departments, and women attorneys with the resources to assess, teach, and learn these traits. Ultimately, these traits can be taught and leveraged to enhance the quality and effectiveness of women lawyers and ensure competence, better communication between attorney and client, and zealous advocacy on behalf of the client. The Toolkit – available free of charge at ambar.org/grit – provides all the materials needed to present a successful program on grit, including program agendas, customizable PowerPoint slides, concept guides for presenters, a library of relevant scenarios for group exercises including several digital vignettes, program handouts, and a bibliography.

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**Women of Color Research Initiative – Strategies & Toolkit**

**The Women of Color Research Initiative**

Following three cutting-edge research studies that analyzed the career trajectories and experiences of women of color and the prevalence of factors that support or undermine their retention and advancement, the Commission on Women in the Profession has developed the Women of Color Research Initiative Program Toolkit. This Toolkit – available free of charge at ambar.org/WomenOfColor – guides you every step of the way and provides you with all the necessary tools to conduct a conference to inform on the research and strategies that will ensure the success of women of color. The Toolkit includes program agendas, customizable PowerPoint slides, video and written scenarios for discussion, program handouts, and a bibliography.

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**Zero Tolerance Program Toolkit**

**Combating Sex-Based Harassment in the Legal Profession**

Thirty percent or more lawyers have experienced some form of sexual harassment and bullying in the workplace, and at law firms that number is likely higher. The persistence of sex-based harassment in the legal profession has profound effects on the physical and emotion well-being of female lawyers resulting in lowered job satisfaction and disillusion with the institution of law. As victims of sexual harassment come forward to the legal profession for support, what do the #MeToo and TIMES UP movements mean for lawyers who are themselves the victims? The Toolkit – available free of charge at ambar.org/zerotolerance – examines the effects of sex-based harassment on associates and partners when they are attacked, sexualized and in other ways victimized on the job. The program also discusses how bullying can affect victims and what recourse those victims have. It explores the new Zero Tolerance manual so participants can learn how to build and enforce a successful anti-harassment policy statement.
Acknowledgments

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This luncheon would not be possible without their tireless efforts and talents in fundraising, planning, and promoting today’s event.

Thank You

- To Stephanie A. Scharf, Chair of the Commission, for dedicating endless hours to the work of the Commission;
- To this year’s Commission members and liaisons for their time and energy in fundraising, planning, and promoting the luncheon;
- To all of our friends at the ABA—staff and members—who continue to support this event every year;
- To all the volunteers who help at the luncheon to ensure a seamless event; and
- To the Commission staff for working hard and long to create this memorable program.

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The Brent program is printed on recycled stock.

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About the Greater Chicago Food Depository:
The Greater Chicago Food Depository, Chicago’s food bank, is a nonprofit food distribution and training center providing food for hungry people while striving to end hunger in our community. The Food Depository distributes donated and purchased food through a network of 650 pantries, soup kitchens, and shelters to 678,000 adults and children in Cook County every year. Last year, the Food Depository distributed 69 million pounds of nonperishable food and fresh produce, dairy products, and meat, the equivalent of 145,000 meals every day.
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Congratulates

Patricia Kruse Gillette
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Recipients of the
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