Second National Summit on Achieving Long-Term Careers for Women in Law

Co-Sponsored by the American Bar Association and Northwestern University Pritzker School of Law

June 28, 2018
Chicago, Illinois

PROGRAM GUIDE
MISSION STATEMENT

“Achieving Long-Term Careers for Women in Law” is an Initiative of ABA President Hilarie Bass. It features innovative research on the careers of women lawyers using life cycle models from the fields of sociology, social psychology and economics. The focus is on the many benefits of remaining in the profession and the career paths of senior women lawyers who continue to practice, exercise power, and will inspire future generations of women lawyers. The Initiative has already featured a successful National Summit at Harvard Law School in November 2017 that examined the unique issues and career dynamics facing women lawyers in practice for over 20 years, and the reasons for their disproportionately high rate of attrition. Preliminary research results will be unveiled at today’s Summit.
Welcome to the second National Summit on Achieving Long-Term Careers for Women in Law and welcome to Northwestern University Pritzker School of Law. This Summit follows the ABA’s successful initial Summit at Harvard Law School last November. The two summits are centerpieces of the American Bar Association’s Presidential Initiative on Achieving Long-Term Careers for Women in Law, which is focused on increasing the number of women lawyers who pursue successful long-term careers in the law.

Today we will unveil preliminary findings from a year-long set of research projects designed to develop best practices to stem the disproportionately high rate of attrition of experienced women lawyers from the legal profession, especially private practice. We will also share ideas for retaining experienced women lawyers, whose professional development entailed substantial investments by their firms and companies over the years and who have created strong relationships with the clients they serve. If steps are not taken to change the current trend, the percentage of women lawyers at the top levels of firms will remain stuck at under 20% for decades to come, with a parallel lack of growth in the number of women lawyers in leadership roles in other practice settings.

Traveling the country as well as internationally since I became ABA President last August, I have been struck by how this Initiative resonates not only with women lawyers, but with managing partners, GCs and CLOs, judges, and academics, as well as women lawyers who have pursued non-legal professions. This full spectrum will be represented at the Summit today and I look forward to fruitful discussions.

I am tremendously grateful to the Initiative Co-Chairs, Stephanie Scharf and Roberta Liebenberg, to our Summit Planning Committee, to our many generous sponsors, and to Northwestern for hosting the Summit.

Most importantly, I thank each of you for taking the time to participate and to share your thoughts on how we can move the ball forward on this enormously important issue.

Hilarie Bass
President, American Bar Association
AGENDA

11:00 a.m. – 1:00 p.m.
Registration
Law School Atrium

1:00 – 1:15 p.m.
Welcome

Hilarie Bass, Co-President, Greenberg Traurig LLP; President, American Bar Association
Kimberly A. Yuracko, Judd and Mary Morris Leighton Professor of Law and incoming Dean, Northwestern Pritzker School of Law
Roberta D. Liebenberg, Senior Partner, Fine, Kaplan & Black, R.P.C.; Co-Chair, ABA Presidential Initiative on Achieving Long-Term Careers for Women in Law; Past Chair, ABA Commission on Women in the Profession
Stephanie A. Scharf, Partner, Scharf Banks Marmor LLC; Co-Chair, ABA Presidential Initiative on Achieving Long-Term Careers for Women in Law; Chair, ABA Commission on Women in the Profession

1:15 – 2:15 p.m.
Plenary 1: What Have We Learned? What Can We Do?
First report on research about long-term careers for women lawyers and recommended best practices

Panelists
Paulette Brown, Past President, American Bar Association; Partner, Locke Lord LLP
Roberta D. Liebenberg
Stephanie A. Scharf
Joyce Sterling, Senior Researcher, ABA Presidential Initiative on Achieving Long-Term Careers for Women in Law; Professor of Legal Ethics and Legal Profession, University of Denver Sturm College of Law

2:15 – 2:30 p.m.
Break

2:30 – 3:40 p.m.
Plenary 2: “Men in The Mix”
The value and roles of men in fostering long-term careers for women lawyers

Moderator
Alan Bryan, Senior Associate General Counsel, Walmart, Inc.

Panelists
Alex Dimitrief, Senior Vice President, GE; and President & CEO, Global Growth Organization
Gregory B. Jordan, General Counsel & Chief Administrative Officer, PNC
Andrea Zopp, President and CEO of World Business Chicago

3:40 – 4:50 p.m.
Small Table Discussions of Best Practices and Reporting Back

Instructions/Table Feedback
Christine Amalfe, Chair, Employment and Labor Law Department, Gibbons P.C.
Lorelie S. Masters, Partner, Hunton Andrews Kurth LLP

4:50 – 5:00 p.m.
Closing Remarks
Hilarie Bass
Roberta D. Liebenberg
Stephanie A. Scharf

5:00 – 6:00 p.m.
Reception
Christine A. Amalfe (Advisory Council; Summit Planning; Speaker)
Christine Amalfe serves as Chair of the Employment & Labor Law Department of Gibbons P.C. and is a co-founder of the internationally recognized Gibbons Women’s Initiative. She has served as president of the NAWL Foundation and as a Trustee of the NJBA’s Women in the Profession section. Christine has been honored by the New Jersey Women Lawyers Association and the Center for Women and Work at Rutgers University. At Gibbons, she represents corporations in employment law and litigation and is listed among the region’s leading employment lawyers by Best Lawyers®, Chambers USA, and New Jersey Super Lawyers.

Kim J. Askew (Advisory Council; Summit Planning)
Kim Askew is a frequent author and speaker on discovery, evidentiary, business litigation, and employment law topics, and has received the Gene Cavin Award, the highest recognition from the State Bar of Texas for contributions to CLE. She serves on the boards of local and national civic, charitable and professional organizations. She is a long-time leader in the American Bar Association, State Bar of Texas, and Dallas Bar Association. She is a member of the ABA House of Delegates, Past Chair of the Section of Litigation of the ABA, the first lawyer of color to serve as chair, and previously served on the Board of Directors of ALI-ABA. In 2015, the ABA awarded her its “Spirit of Excellence” Award for her ground-breaking work on diversity in the legal profession.

Michelle Banks (Advisory Council; Summit Planning)
Michelle Banks is currently a Senior Advisor at BarkerGilmore LLC, providing executive coaching to corporate legal leaders. She Co-Chairs UCLA Law Women LEAD, an initiative she co-founded at her alma mater to empower and advance women students and alumnae. She serves as a Board member of DirectWomen, a nonprofit whose mission is to prepare women lawyers to serve on corporate boards of directors. From 2013–2016, Michelle was a Commissioner on the ABA Commission on Women in the Profession. Until March 2016, she was Executive Vice President, Global General Counsel, Corporate Secretary and Chief Compliance Officer of global apparel retailer Gap Inc. During her tenure at Gap Inc., Michelle led the Company’s global equity, foundation, franchise services, governance, government affairs and public policy, integrity, legal, privacy, and sustainability functions.

Hilarie Bass (President, American Bar Association; Speaker)
As Co-President of international law firm Greenberg Traurig and a prolific trial attorney with a highly successful 30-plus year career, Hilarie Bass is one of the most prominent women attorneys in the United States. She is currently President of the American Bar Association, the world’s largest voluntary professional organization with more than 400,000 members. At Greenberg Traurig, she serves on the firm’s Executive Committee and previously served an eight-year term as national chair of its 600-member litigation department. She is also the founder and former chair of Greenberg Traurig’s Women’s Initiative. Hilarie has successfully represented high-profile corporate clients in jury and non-jury trials involving hundreds of millions of dollars. She has worked and settled more than 100 cases, tried more than 20 cases to conclusion, and argued numerous appeals.
Paulette Brown (Advisory Council; Summit Planning; Speaker)
Paulette Brown, a partner in the Labor & Employment group of Locke Lord LLP, was the first woman of color to lead the American Bar Association in its 137-year history. As a result of her initiatives during her presidency, four major policies were developed and approved by the Association’s governing bodies that will have a long-lasting impact. Paulette simultaneously served as the first person of color to Chair the Labor & Employment Section of the New Jersey State Bar Association. She has been honored by the National Law Journal as one of the 50 Most Influential Minority Lawyers in the U.S. and by U.S. News as one of the Best Lawyers in America. She is also nationally recognized for her efforts relating to diversity and inclusion and has received numerous awards, including the Award of Excellence from the Thurgood Marshall College Fund, the Spirit of Excellence Award from the ABA and the Equal Justice Award from the National Bar Association.

Paola Cecchi-Dimeglio (Liaison to Advisory Council)
Paola Cecchi-Dimeglio, J.D., LL.M., Ph.D., is a behavioral economist and chair of the Executive Leadership Research Initiative for Women and Minority Attorneys at the Center on the Legal Profession at Harvard Law School (HLS). She is also a senior research fellow at HLS and Harvard Kennedy School.

Alan Bryan (Speaker)
Alan Bryan leads Walmart’s Office of Legal Operations and Outside Counsel Management. He is also an adjunct professor at the University of Arkansas School of Law teaching the first known class dedicated to Legal Operations. Alan is a member of the Federation of Defense and Corporate Counsel and a Fellow in Litigation Counsel of America. He serves on the board of DirectWomen, the board of Buying Legal Council, on NAMWOLF’s In-House Advisory Council, and the ABA’s Commission on Women in the Profession. He is a speaker, panelist, and facilitator for his company, bar organizations, and affinity groups, winning multiple awards for his leadership and work in diversity/inclusion and legal operations.

Linda B. Chanow (Advisory Council)
Linda Chanow is a national thought leader of women’s leadership and diversity known for uniting stakeholders and inspiring action. She serves as the Executive Director of the Center for Women in Law at TexasLaw. At CWIL, Linda designs and directs extensive programming for practitioners and students. She teaches a leadership theory course that explores the gap between the number of women graduates and the number of women who occupy leadership positions. Linda is a frequent author and speaker on women’s leadership, diversity, implicit bias, and workplace flexibility. The Texas Minority Counsel Program honored Linda with the 2016 Lifetime Achievement Award and Lawdragon named her one of the 100 Leading Legal Consultants and Strategists in 2016 and 2017.

Cecilia Conrad (Advisory Council)
Cecilia Conrad, Ph.D. is a Managing Director at the John D. and Catherine T. MacArthur Foundation. Before joining the Foundation in January 2013, she was an award-winning professor and the Vice President for Academic Affairs at Pomona College. Cecilia’s academic research focuses on the effects of race and gender on economic status. She has been deeply engaged in efforts to diversify the professorate as founding director of the American Economic Association’s Committee on the Status of Minority Groups in the Economics Profession’s mentoring program, former board member of the Committee on the Status of Women in the Economics Profession, former chair of NSF’s Committee on Equal Opportunity in Science and Engineering, and an external advisor for the NSF-ADVANCE program at the University of Texas-RGV.
Alex Dimitrief (Speaker)
As President & CEO of Global Growth Organization since December 2017, Alex has been responsible for driving GE’s international growth by connecting GE’s cross-business capabilities and interacting with key stakeholders to address critical needs in the 180+ countries where GE does business. Alex joined GE in 2007 as Vice President for Litigation & Legal Policy. He then served as General Counsel of GE Energy from 2011–2012 and General Counsel of GE Capital from 2012–2015. In October 2015, Alex was promoted to Senior Vice President and General Counsel of GE and oversaw a global team dedicated to GE’s legal issues, governance, compliance, governmental affairs and environmental health and safety. Prior to joining GE, Alex was a trial lawyer at Kirkland & Ellis LLP, a White House Fellow in the Reagan Administration’s Office of Political and Intergovernmental Affairs and an Honors Intern at the Department of Justice. He attended Yale College and earned his J.D. at Harvard Law School. Alex actively supports numerous charitable organizations, including the National Women’s Law Center, and presently serves on the Boards of the Ronald McDonald House Charities and Boston Children’s Hospital.

Patricia Gillette (Advisory Council; Summit Planning)
Patricia Gillette is one of the country’s leading experts and speakers on gender diversity. She spent 40 years as a top-rated litigator as well as a major rainmaker and leader in her firms. Now she is pursuing her passion for advancing women in the profession as an author and keynote speaker. She also serves on many boards, including DirectWomen and Equal Rights Advocates. Patricia has been recognized for her contributions by several awards including the ABA Golden Hammer Award, the California Women Lawyers Association’s Fay Stender Award, the Transformational Leadership Award as a Top Women Rainmaker, and the Barristers Association of San Francisco Award of Merit.

Guy N. Halgren (Advisory Council)
Since Guy Halgren became Chair of Sheppard Mullin’s Executive Committee in 2001, the firm has grown significantly, to 750+ attorneys in 15 offices. A hallmark of Guy’s leadership is his commitment to diversity and inclusion which includes creating an environment where Sheppard Mullin’s women attorneys can grow professionally, develop successful legal practices and flourish. Guy recently formed and chaired the Women Attorneys Success Initiative Committee to examine the firm’s progress in attracting, retaining and promoting women and to develop an action plan for improvement. The plan was unanimously approved by the Executive Committee, adopted by the Partnership, and implemented. He has championed the firm’s diversity and inclusion efforts from day one and is Chair of the firm’s Diversity and Inclusion Strategic Council.

Hon. Diane M. Johnsen (Advisory Council)
Judge Diane Johnsen, a former political reporter, graduated from Stanford Law School in 1982. She clerked for Judge Ben Duniway on the Ninth Circuit Court of Appeals, then worked for two years at Munger Tolles & Olson in Los Angeles before joining the Phoenix law firm then known as Martori, Meyer, Hendricks & Victor. She practiced commercial litigation at that firm and its successor, Osborn Maledon, until Governor Napolitano appointed her to the Arizona Court of Appeals in 2006. She was that court’s Chief Judge in 2013–16, and in 2017 earned a masters of judicial studies from Duke Law School.
Gregory B. Jordan (Speaker)
Greg Jordan is Executive Vice President, General Counsel and Chief Administrative officer of The PNC Financial Services Group. He is responsible for overseeing all legal functions for the corporation and leads PNC's relationship with the government, including its regulatory affairs, regulatory policy and government affairs operations. In February 2016, he was named to the additional role of chief administrative officer where he oversees PNC's Corporate Ethics Office, The PNC Foundation, Community Affairs, the Office of the Regional Presidents and Corporate Communications. Prior to joining PNC in October 2013, Greg was the global managing partner of Reed Smith, and chairman of the senior management team and executive committee. During his thirteen-year tenure as managing partner, Reed Smith completed a series of combinations to become one of the largest firms in the world, with more than $1 billion in revenue and 1,800 lawyers in 25 offices. He also manages numerous civic responsibilities, serving as a board member of Highmark Health and Highmark, Inc., the Pro Bono Institute and the Extra Mile Education Foundation. He chairs the board of the Manchester Bidwell Corporation and the board of trustees of Bethany College. In addition, he is the PNC observer of the board of directors of BlackRock, Inc.

Fiona Kay (Advisory Council)
Fiona Kay is Professor of Sociology at Queen’s University, Canada. Her research interests include the sociology of law, sociology of professions and occupations, organizational behavior, and aging and the life course. She is presently engaged in a longitudinal study examining career pathways of lawyers in Canada. A second study, in collaboration with Elizabeth Gorman, focuses on retention and advancement of racial minorities in corporate U.S. law firms. She has authored numerous articles on gender and race in the legal profession, mentorship, professional development, job satisfaction, career mobility, and retention and attrition from careers in law. She authored (with John Hagan) *Gender in Practice: A Study of Lawyers’ Lives* (Oxford University Press, 1995).

Denise F. Keane (Advisory Council; Summit Planning)
Denise Keane served as Executive Vice President and General Counsel for Altria Group, Inc. until June of 2017. In 1995 Denise was appointed General Counsel of Philip Morris USA (PM USA). In 1998 she was appointed Senior Vice President, Worldwide Regulatory Affairs for Altria. In 2001 Denise returned to PM USA as Senior Vice President and General Counsel. In 2008, she was elevated to Executive Vice President of Altria Group, Inc. Denise has considerable non-profit board experience and previously served on the ABA’s Commission on Women in the Profession. Under her leadership Altria has been recognized for its efforts to promote diversity and inclusion within the legal profession. Denise speaks extensively on the topic of diversity and is the recipient of numerous diversity awards.

Eileen M. Letts (Advisory Council; Summit Planning)
Eileen Letts has practiced law for over thirty years. Her litigation experience includes dozens of jury trials and over 100 bench trials. She has successfully defended scores of complex tort matters and litigated medical malpractice cases. She has also tried contract disputes and construction litigation claims. She is a frequent presenter at continuing legal education seminars and panel discussions of the American Bar Association, the National Bar Association and IICLE. She was the co-chair of Past ABA President Paulette Brown’s Diversity & Inclusion 360 Commission. She currently chairs the ABA Section of Litigation’s Committee on Diversity and Inclusion. Eileen is listed as a Super Lawyer and has an AV rating with Martindale-Hubbell. She is a member of the American Bar Association, National Bar Association, Chicago Bar Association, Cook County Bar Association and the Black Women Lawyers Association.
Roberta D. Liebenberg (Co-Chair, ABA Presidential Initiative; Summit Planning; Speaker)

Roberta Liebenberg is a senior partner at Fine, Kaplan and Black in Philadelphia. She has held leadership roles for plaintiff classes in numerous antitrust and consumer class actions. She has also defended major companies in antitrust cases. She twice served as Chair of the ABA Commission on Women in the Profession, and serves as Chair of DirectWomen, which seeks to increase the representation of women lawyers on boards. She has received many awards and honors, including being named by *The National Law Journal* as one of the country’s 75 most “Outstanding Women Lawyers,” and received the Margaret Brent Women Lawyers of Achievement Award from the ABA Commission on Women in the Profession and the Hortense Ward Courageous Leader Award from the Center for Women in Law at Texas Law. She has written extensively on issues of importance to women lawyers, including co-authorship of “First Chairs at Trial: More Women Need Seats at the Table.”

Lorelie S. Masters (Advisory Council; Summit Planning; Speaker)

Lorelie Masters currently serves on the Board of Governors of the American Bar Association and as Treasurer of the DC Bar Foundation. She is very proud of her service in 2008–2009 as President of the Women’s Bar Association of the District of Columbia and her role in helping to organize the WBA’s centennial celebrations in 2016-2017. She helped to found the American College of Coverage and Extracointeractual Counsel and served as its second President in 2013-2014. In addition to her legal practice, she is active in diversity and inclusion matters and has represented many individuals and groups pro bono, including policyholders denied health care coverage and victims of human trafficking. In 2007, she obtained one of the first money judgments in the country under the Trafficking Victims Protection Act, after a trial in the federal court in the District of Columbia.

Ajay K. Mehrotra (Liaison to Advisory Council)

Ajay K. Mehrotra is the Executive Director and a Research Professor at the American Bar Foundation, a Chicago-based, independent, non-profit research institute that focuses on the empirical and interdisciplinary study of law, legal institutions, and legal processes. He is also a Professor of Law at the Northwestern University Pritzker School of Law, and an Affiliated Professor of History at Northwestern University. His scholarship and teaching focus on legal history and tax law. He is the author of *Making the Modern American Fiscal State: Law, Politics and the Rise of Progressive Taxation, 1877–1929* (New York: Cambridge University Press, 2013), which received the 2014 Society for U.S. Intellectual History Annual Book Award.

Patricia Menéndez-Cambó (Advisory Council)

Patricia Menéndez-Cambó serves as Vice Chair of Greenberg Traurig, where she primarily advises companies and private equity firms on the legal implementation of their businesses’ growth strategies throughout Europe, the United States, Latin America and emerging markets around the world. Her experience spans a variety of industries including, transportation, telecommunications, banking, retail and energy. Patricia is a member of the firm’s Executive Committee and was the first Chair of the Infrastructure Practice as well as Co-Chair of the Global Energy and Infrastructure Practice. Additionally, she previously served as Chair of the Global Corporate Practice and was the first Chair of the Global Practice through which she launched the Latin American and Iberian Practice.
Nancy Reichman (Advisory Council)
Nancy Reichman is Director of the Socio-Legal Studies Program and Professor in the Department of Sociology and Criminology at the University of Denver. She edits the socio-legal journal, Law & Policy. Nancy’s research has focused on the barriers and opportunities for women’s equity and advancement, the regulation of performance in business and sport, and global environmental regulations. Her current projects examine how workplace policy and practice contributes to the persistence of poverty and disadvantage for low-wage working women. She is a member the Denver Women’s Commission and served as chair of the Colorado Pay Equity Commission.

Mark E. Richardson (Advisory Council; Summit Planning)
Mark E. (Rick) Richardson is VP and Associate GC, Dispute Resolution and Prevention, at pharmaceutical company GlaxoSmithKline. Rick co-chairs the U.S. Subteam of the Legal Department’s Inclusion and Diversity team. He also sits on the Advisory and Admissions Committees of the National Association of Minority and Women Owned Law Firms (NAMWOLF) and is a member of the Board of the National LGBT Bar Foundation.

Lauren Stiller Rikleen (Advisory Council; Summit Planning)
As President of the Rikleen Institute for Strategic Leadership, Lauren Stiller Rikleen speaks, trains and consults on: unconscious bias; strengthening multi-generational relationships; and women’s leadership and advancement. Her most recent books are: You Raised Us, Now Work With Us: Millennials, Career Success, and Building Strong Workplace Teams; and Ladder Down: Success Strategies For Lawyers From The Women Who Will Be Hiring, Reviewing and Promoting You. Lauren is the recipient of the 2017 Margaret Brent Women Lawyers of Achievement Award and has been recognized by Public Media’s Next Avenue as one of the 50 most influential people in aging. A former law firm equity partner, Lauren was listed in Best Lawyers in America and Chambers USA America’s Leading Business Lawyers.

Mark Roellig (Advisory Council)
Mark Roellig is Chief Technology and Administrative Officer at Massachusetts Mutual Life Insurance Company. Mark is accountable for leading the organizations responsible for the technological and physical infrastructure that supports MassMutual’s ongoing business and enterprise goals. This includes the management and oversight of information technology systems and architecture, advancing the role technology plays as a strategic driver of MassMutual’s success, as well as the corporate administration, real estate and facilities functions. From 2005 through January 2017, Mark served as MassMutual’s General Counsel and was also responsible for the corporate secretary, corporate compliance, internal audit, and government relations organizations. Prior to joining MassMutual in 2005, Mark served as general counsel and secretary to three public companies before their sale/merger: Fisher Scientific International Inc., Storage Technology Corporation (“StorageTek”) and US WEST Inc.
Audrey Rubin (Advisory Council; Summit Planning)
A consultant, business executive, General Counsel, law firm partner, and corporate officer for over three decades, Audrey Rubin specializes in improving financial performance, designing and implementing client development and professional development programs, preparing and executing business plans for new and existing firms, conducting due diligence on mergers and lateral professional acquisitions, and bringing business and financial disciplines to service firms. Currently with Aon Corporation, Audrey has served as a chief operating officer of law firms for seven years, including the large Chicago firm Wildman Harrold Allen and Dixon and the boutique firm Butler Rubin Saltarelli and Boyd.

Stephanie A. Scharf (Co-Chair, ABA Presidential Initiative; Summit Planning; Speaker)
Stephanie Scharf, Ph.D., J.D., is a trial lawyer who represents corporate clients in litigation and at trial. She is especially adept at presenting complex factual and legal issues to judges and juries. She is a founding partner of Scharf Banks Marmor LLC, the largest women-owned law firm in Chicago with a national reputation for the quality of its work. Active in the ABA, she is 2017–2018 Chair of the ABA Commission on Women in the Profession. She has designed and reported on many original research studies about women in the law, such as the NAWL Annual Surveys of Retention and Advancement of Women in Law, the National Survey of Women’s Initiatives, and “First Chairs at Trial: More Women Need Seats at the Table.”

Carole Silver (Advisory Council)
Carole Silver is Professor of Global Law and Practice at Northwestern University Pritzker School of Law. Her research investigates the influence of global forces in the context of legal education and the work and structure of law firms, including with regard to diversity. Before rejoining Northwestern in 2014, she was Professor of Law at Indiana University Maurer School of Law and Director of the Law School Survey of Student Engagement, and Executive Director of the Center for the Study of the Legal Profession and Visiting Professor of Law at Georgetown University Law Center. Early in her career, she was an associate at Sidley Austin and clerked for Judge Jesse Eschbach of the U.S. Court of Appeals for the Seventh Circuit.

Caren Ulrich Stacy (Advisory Council)
Caren Ulrich Stacy has worked for the world’s top law firms, including Arnold & Porter, Cooley, and Weil Gotshal, for more than 20 years to recruit, develop, and advance the best talent. After co-founding Lawyer Metrics (acquired by the Access Group) to uncover the traits of high-performers through psychometric assessments and “Moneyball” data analyses, Caren created the Diversity Lab to focus exclusively on closing the gender gap and increasing diversity in the legal field. In addition to her work with the Lab, Caren serves on the Board of Advisors for DirectWomen and on the legal advisory board for the Silicon Valley Urban Debate League. She also serves as the Vice President of Partnerships and Policy for the U.S. National Committee for UN Women in San Francisco.
Joyce S. Sterling (Advisory Council; Senior Research Social Scientist; Speaker)
Joyce Sterling is Emeritus Professor of Legal Ethics and the Legal Profession at the University of Denver Sturm College of Law. She has devoted more than two decades to the study of the legal profession and legal education. Her recent research has focused on the problems facing women in legal careers compared to their male counterparts and issues associated with the downturn in legal education. Professor Sterling’s forthcoming articles include: “Gender Still Matters: Workplace Discrimination and Employment Status of Young Professionals” (with Gabriele Plickert), and “Diversity, Hierarchy and Fit in Legal Careers: Insights from 15 Years of Qualitative Interviews,” (with Bryant Garth) in Georgetown Journal of Legal Ethics. Since 1997, Professor Sterling has been one of the co-principal investigators on the “After the JD” study, the first national, longitudinal study of careers of lawyers in the U.S. Professor Sterling has been a Visiting Scholar at Stanford Law School (Academic Year 1985-86), Visiting Professor at University of Cincinnati Law School (Fall 1990), Visiting Research Fellow at the American Bar Foundation (Academic Year 2002-2003), and Visiting Professor at Southwestern Law School (2008).

Caroline N. Tipler (Research Social Scientist)
Caroline Tipler has a Ph.D. in Social Psychology from Tulane University and is a Research Social Scientist with the American Bar Foundation. Her research interests include gender, dehumanization, stereotyping, and social cognition. One aspect of her research focuses on the impact of dehumanizing communications on attitudes towards outgroup members, while the other investigates the relationship between gender, status, and power. Her work has appeared in Social and Personality Psychology Compass and the International Encyclopedia of Communication.

Anne Weisberg (Advisory Council)
Anne Weisberg is Director of the Women’s Initiative at Paul, Weiss, Rifkind, Wharton & Garrison, LLP, where she is responsible for designing and implementing a gender strategy that fosters a high performing, inclusive work environment for all. Anne joined Paul Weiss from the Families and Work Institute, where she served as Senior Vice President. She has worked at BlackRock and Deloitte on women’s leadership and talent management strategies, and at Catalyst, the non-profit research and advisory organization focused on changing workplaces for women. Anne has practiced law and written extensively on the topic of women and the workforce. She is an adjunct professor of management at the NYU-Stern School of Business, where she teaches a course on inclusive leadership.
Kimberly A. Yuracko (Speaker)
Kimberly Yuracko, the Judd and Mary Morris Leighton Professor of Law at Northwestern Pritzker School of Law, will be appointed dean of Northwestern Law, effective Sept. 1, 2018. She joined the Northwestern Law faculty in 2002 and served as the School’s interim dean in 2011. She currently holds a joint appointment in the department of political science in Northwestern’s Weinberg College of Arts and Sciences. During her tenure at Northwestern, she has gained national renown as a scholar of employment law, antidiscrimination law and gender equity. Her books include “Gender Nonconformity and the Law,” (2016), and “Perfectionism and Contemporary Feminist Values,” (2013), as well as numerous articles in distinguished journals. She also has won accolades and awards as a teacher. Widely recognized as a University leader, she serves on the Provost’s Advisory Council on Women Faculty and is co-chair of the Organization of Women Faculty.

Andrea L. Zopp (Speaker)
Andrea is the President and CEO of World Business Chicago, where she leads the organization’s mission of inclusive economic growth, supporting businesses, and promoting Chicago as a leading global city. Most recently, she served as Deputy Mayor, Chief Neighborhood Development Officer for the City of Chicago. Andrea also served in the U.S. Attorney’s Office and was the first woman and African American to serve as the First Assistant in the Cook County State’s Attorney’s Office. Additionally, she has held executive leadership positions at several Fortune 500 companies, including Sara Lee, Sears Holdings and Exelon. As the former President and CEO of the Chicago Urban League, she led the nationally-recognized organization’s focus on expanding economic opportunity in underserved communities. She has also held multiple board, civic and business appointments throughout her career.
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