EXCELLENCE
POWERED BY DIVERSITY
2017
Welcome to Mayer Brown’s Diversity & Inclusion Year in Review, an annual report from the firm’s Committee on Diversity & Inclusion, chronicling our initiatives of the past year. 2017 was a busy year for us as we continued to create and maintain a diverse, supportive and inclusive work environment in which every member of the Mayer Brown team has an equal opportunity to succeed. We endeavor to achieve our diversity and inclusion goals by focusing on a few key areas, including recruiting, retention, promotion and communicating (both internally and externally) the firm’s commitment to these goals.

Moreover, our commitment goes beyond the walls of our offices. Improving diversity in the broader legal community is also a priority for Mayer Brown. To that end, in 2017 we worked with a record number of our clients to improve the level of service we deliver by providing more diverse client teams. We share with our clients a belief that teams with varying viewpoints and perspectives produce solutions that are more innovative, robust and complete. We strive for excellence and, as noted on the cover of this report, that excellence is powered by the diversity—diversity of thought, background and culture—that each Mayer Brown lawyer brings to the firm’s client matters.

We hope you enjoy reading about our initiatives, and we encourage you to contact us if you have questions or would like to discuss ways in which we can further enhance our diversity and inclusion efforts.
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DIVERSITY & INCLUSION
MISSION STATEMENT
“Diversity and inclusion always have been moral imperatives at our firm, and in today’s multicultural world, they also are critical to our ability to provide clients with the level of service they deserve and demand.”

Paul Theiss
Chairman, Mayer Brown

At Mayer Brown, we view the attainment of a diverse and inclusive workplace at all levels of our organization as critical to, and a natural result of, building a cohesive, successful law firm. We recruit, develop and promote the highest caliber lawyers and staff and are committed to providing them with opportunities to realize their potential regardless of race, religion, beliefs, ethnicity, national origin, gender identity, age, disability or sexual orientation.
Committee on Diversity & Inclusion

Mayer Brown’s diversity and inclusion efforts are directed by the Committee on Diversity & Inclusion. The committee includes the chair and an additional member of Mayer Brown’s Management Committee, our managing partner, the co-chairs of the Committee on Professional Advancement, partners from all US offices, including the partner responsible for recruiting in each office, the Global Chief Human Resources Officer and the firm’s full-time Director of Diversity & Inclusion.

The committee’s objective is to design, implement and monitor the success of our diversity initiatives, and its efforts include:

- Planning our extensive outreach programs
- Promoting lawyer participation in diversity panels and symposia
- Overseeing diversity association sponsorships and giving
- Mentoring diverse associates
- Implementing measures for the recruitment, retention and promotion of diverse lawyers

Women’s Leadership Committee

Women’s initiatives at Mayer Brown are governed by our global Women’s Leadership Committee in conjunction with the firm’s global Management Committee. Comprised of women partners from the firm’s various offices, the mission of the Women’s Leadership Committee is to enhance and improve Mayer Brown’s retention and advancement of women by focusing on both professional development and business development.

Each year the committee works closely with firm management to identify opportunities and methods to support our women lawyers. We focus on gender diversity not just at promotion time but throughout the year with a range of women’s initiatives, including programs focused on ensuring success for the firm’s women partners. For example, we host specific events and networking activities for women at our regional and global partners’ retreats and provide group and individual business development coaching for women partners.
WOMEN’S FORUMS AND NETWORKS

A Women’s Forum in each office develops and implements women’s initiatives including:

» Facilitating mentoring groups
» Assisting in recruiting efforts
» Providing regular networking, training and professional development events
» Assisting in promotion efforts
» Hosting client panels and events
» Addressing specific requests and needs of the women in the office

“In 2017, we worked with a record number of our clients to improve the level of service we deliver by providing more diverse teams to work on their matters. We share the belief of many of our clients that teams with varying viewpoints and perspectives are more likely to produce more complete, robust and innovative solutions. We strive for excellence, and that excellence is powered by the diversity of thought, background and culture that each Mayer Brown attorney brings to the table.”

Jeremiah “Jerry” DeBerry, Partner and Director of Diversity & Inclusion, US

CO-CHAIRS WOMEN’S FORUM AND NETWORKS

CHARLOTTE
Linda Boss
Carol Hitselberger
Caitlin Woolford

CHICAGO
Valentine Bleicher
Laura Hammargren
Stephanie Vasconcellos

HOUSTON
Meaghan Connors
Kristen Ford

NEW YORK
Lisa Ferri
Erin Gladney
Barbara Goodstein

LOS ANGELES
Elizabeth Mann
Bronwyn Pollock
Ruth Zadikany

PALO ALTO
Sarah Reynolds
Anne Selin

WASHINGTON DC
Stephanie Robinson
Grace Shie

LISA M. FERRI
PARTNER, INTELLECTUAL PROPERTY, NEW YORK
CO-CHAIR, WOMEN’S LEADERSHIP COMMITTEE

BRONWYN F. POLLOCK
PARTNER, LITIGATION & DISPUTE RESOLUTION, LOS ANGELES
CO-CHAIR, WOMEN’S LEADERSHIP COMMITTEE
Mayer Brown’s Attorney Resource Groups (ARGs) provide an opportunity for those who share interests, experiences and/or perspectives to participate in and support our diversity initiatives, take advantage of professional development support and proactively work with the firm to address issues or circumstances that members identify as uniquely affecting a particular group.

**ATTORNEY RESOURCE GROUPS**

**OUR OFFICES HAVE FORMED THE FOLLOWING ARGs**

- **MAYER BROWN BLACK LAWYERS, NEW YORK**
  - Co-Chairs: Erin Gladney, Tareah Ikharo
- **MAYER BROWN BLACK LAWYERS, WASHINGTON DC**
  - Chair: William Barrow
- **MAYER BROWN BLACK LAWYERS, CHICAGO**
  - Chair: Melissa Anyetei
- **MAYER BROWN LGBT LAWYERS RESOURCE GROUP, NEW YORK**
  - Chair: Kristin Mikolaitis
- **MAYER BROWN LGBT LAWYERS, CHICAGO**
  - Chair: Lindsay Brown
- **NEW YORK ASIAN PACIFIC AMERICAN LAWYERS RESOURCE GROUP, NEW YORK**
  - Chair: Grace Sur
- **ASIAN-PACIFIC AMERICAN AFFINITY GROUP, WASHINGTON DC**
  - Chair: Anita Lam
- **MAYER BROWN ASIAN AMERICAN ATTORNEYS RESOURCE GROUP, CHICAGO**
  - Co-Chairs: Donald Moon, Lei Shen
- **HISPANIC AND LATINO AMERICAN (HLA) ATTORNEY RESOURCE GROUP, WASHINGTON DC**
  - Chair: Canek Acosta
- **MAYER BROWN DIVERSE INTERNATIONAL ASSOCIATES, WASHINGTON DC**
  - Chair: Gretel Echarte Morales

**ADC REPRESENTATIVES**

**CHARLOTTE**
Kim Perez

**CHICAGO**
May Chow
Anthen Perry
Andrea Zambrano

**HOUSTON**
Yoon-Joo Jung
Quinncy McNeal
Stephen Yeh

**LOS ANGELES**
Andrea Maldonado Weiss

**NEW YORK**
Joaquin C De Baca
Sean Kulkarni
Niketa Patel

**PALO ALTO**
Hilary Kang
Xiaowen Qian

**WASHINGTON DC**
Timothy D’Arduini
Maximillian Del Rey

**ASSOCIATE DIVERSITY COUNCIL**

Comprising diverse associates from each of the firm’s US offices, the Associate Diversity Council (ADC) develops programs designed to build a sense of community and offer learning, networking and mentoring opportunities.
2017 DIVERSE LAWYERS RETREAT

EXPANDING OPPORTUNITY. EMPOWERING CHANGE.

White House correspondent, CNN political analyst and best-selling author April Ryan was the keynote speaker at the biennial Diverse Lawyers Retreat, “Expanding Opportunity. Empowering Change,” held near Washington DC. All of the firm’s US-based diverse and LGBTQ lawyers were invited to attend, along with members of the firm’s Management Committee and leadership in Washington DC. Organized by the Committee on Diversity & Inclusion, the two-day event focused on empowering lawyers to enhance their career trajectory and success at Mayer Brown.

The retreat provided a wealth of networking opportunities and professional and business development programming, including sessions with nationally recognized consultants Werten Bellamy and Deborah Knupp, as well as UCLA law professor Jerry Kang, a leading expert on implicit bias. We also introduced a new video highlighting our firm’s global commitment to diversity, inclusion and excellence.
Our Women’s Leadership Committee and Women’s Forums spearheaded numerous initiatives and events focused on exploring the challenges and issues women face in the legal profession, supporting professional development and career advancement, and expanding opportunities for success.

NOTABLE PROGRAMS IN 2017

» “Money Matters for Women Lawyers,” a lunch & learn sponsored by the Chicago Women’s Forum, focused on personal finance education and empowerment for Breadwinner Women. Certified Financial Planner Jen Dawson, who works exclusively with lawyer clients, discussed common challenges and concrete strategies for addressing them.

» More than 65 women lawyers—including representatives from Mayer Brown’s Mexico City and Rio de Janeiro offices—and clients attended the annual Houston Women’s Forum client event, a wine-pairing dinner featuring women winemakers.

» The Chicago Women’s Forum hosted a dinner to welcome new female associates and laterals, a wine-tasting evening to welcome women summer associates, and its annual holiday toy and gift drive to benefit Children’s Home & Aid.

» The Charlotte Women’s Forum supported the 14th Annual “Let Me Play” fundraising luncheon to benefit Charlotte 49ers Women’s Athletics.

NATIONAL ASSOCIATION OF WOMEN LAWYERS

Mayer Brown is a Sustaining Sponsor of the National Association of Women Lawyers (NAWL) and our lawyers participated in several events throughout the year, including:

» THE MID-YEAR MEETING AND AWARDS LUNCHEON IN CHICAGO. NAWL honored Mayer Brown client Caterpillar Inc. with its annual Challenge Award for the company’s work building a pipeline of talented women lawyers and providing leadership training, opportunity and support. Partners Rebecca Eisner, Joanna Horsnail and Lei Shen, and associates Christine Shepard and Elaine Liu, all from the Chicago office, attended the event.

» THE CHALLENGE CLUB NETWORKING RECEPTION IN NEW YORK. Tax Controversy partner Kristin Mikolaitis (New York) participated in the event, which offers law firms and corporate legal departments a platform for constructive, results-oriented interaction.

» THE 2017 ANNUAL MEETING AND AWARDS LUNCHEON IN NEW YORK, which featured candid conversations on diversity, overcoming challenges and the value of a supportive network. Attendees included Director of Diversity & Inclusion Jerry DeBerry, partner Kristin Mikolaitis, and associates Grace Sur, Maura McDevitt and Lana Khoury, all from the New York office.

» THE 13TH GENERAL COUNSEL INSTITUTE. Partner Colleen Tracy James (New York) participated in the two-day leadership building program, “The Power of Preparation and the Courage to Say Yes.”
Mayer Brown’s diversity and inclusion efforts are designed to create a workplace in which professional development and success are determined only by an individual’s ability and commitment, where we respect, celebrate and embrace our differences, and in which shared values of excellence and teamwork unite us.

To demonstrate our global commitment to these values, we held a series of programs and events in our offices around the world throughout March. US highlights included:

**CHARLOTTE** We sponsored a fundraising event for Freedom School Partners, an organization that creates classrooms of discovery in collaboration with diverse community partners to help children in underserved communities strengthen their reading ability.

**CHICAGO** We once again sponsored and hosted the Urban Debate Nationals Qualifier for the Chicago Debate League. Twenty of the top high school debaters from the Chicago Public Schools competed for the chance to represent Chicago at the National Urban Debate Championships in Chicago. Mayer Brown lawyers helped judge the debate rounds and provided feedback to the students on their argumentation skills. They also joined students for lunch to share their experiences as lawyers, discuss career paths and provide encouragement.

**CHICAGO** Dr. Arin Reeves presented a workshop on “Deliberate Dialogues: Communicating Across Diverse Perspectives in Politics to Create a More Inclusive Work Environment,” streamed via videoconference to all our US offices.

**CHICAGO** Our Chicago office hosted a diverse lawyers networking reception.

**LOS ANGELES, WASHINGTON DC** Each office held panel discussions for diverse law students focusing on what to expect and how to excel in the summer associate and campus recruiting processes.

**NEW YORK** The two-day Global Senior Associate Conference, organized by the Women’s Leadership Committee, focused on “Adaptive Leadership and Business Development.” Women associates from across Mayer Brown’s offices networked with the firm’s leadership and participated in a series of career development workshops. Mayer Brown Career Development Advisor Jennifer Rakstad moderated a panel featuring partners Kate Ball-Dodd (London), Lisa Ferri (New York), Joanna Horsnall (Chicago) and Elaine Lo (Hong Kong).

**NEW YORK** Our New York office hosted a panel discussion on “US Immigration Law & Policy Under the Trump Administration,” and how to get involved in supporting undocumented immigrants.

**PALO ALTO** Mayer Brown hosted a screening of the movie Loving, which chronicles the story of the couple who challenged the laws prohibiting interracial marriages in the United States.
MEERIM ASANKULOVA

As a teenager in Kyrgyzstan, a small country struggling to sustain democracy after the collapse of the Soviet Union, Meerim Asankulova witnessed domestic violence, alcoholism and poverty. Determined to break that cycle and aspiring to help build a stable nation, she focused on her education. After receiving the second highest score on her university entrance exam, she was awarded an academic scholarship to one of the country’s most prestigious law schools, the Kyrgyz Russian Slavic University.

With another law student, she launched the Justice Movement to educate citizens on the US Constitution and constitutional reforms. “I felt that I had found my voice—not only a voice of law and politics, but also a voice of a female student from a poor family in a patriarchal country.”

However, her studies were interrupted when her involvement in government protests forced her to leave Kyrgyzstan and seek asylum in the United States. Despite feeling defeated at first, and facing cultural and financial adversities, she was determined to fulfill her dream of becoming a lawyer. “These challenges only taught me to be even more resilient, to learn quickly, to work hard, and to be resourceful and focused,” Meerim said.

She continued her education first at University of California, Berkeley, and then at Georgetown University Law Center. As an undergraduate student, she worked for a boutique criminal defense firm in Oakland as an office manager and legal assistant, serving clients who were primarily minorities from low socioeconomic backgrounds. Fluent in Kyrgyz and Russian and conversant in Turkish, she also tutored and mentored Kyrgyz and other Russian-speaking students who were applying to colleges and graduate schools.

“I felt compelled to encourage them to be proactive, to strive in this country, and to never let anyone belittle their successes because of the different experiences they endured. Throughout my search for empowerment, I have found it in empowering others,” she said.

CADE CROSS

The discovery of Bakken Shale oil beneath the North Dakota plains not only transformed Cade Cross’ tribe, the Mandan Hidatsa Arikara nation, into one of the country’s wealthiest—it also sparked his commitment to a legal career. “Without legally trained and committed young leaders, this tidal wave of development may foster the tribe’s destruction rather than its enrichment,” he said.

As a 1L at the James E. Rogers School of Law at the University of Arizona, he joined the Native American Law Students Association (NALSA), where he discussed current Indian law topics in depth, and engaged in community outreach to encourage younger native students to consider law careers. After transferring to the University of Chicago Law School, he’s been involved in starting an NALSA chapter there.

Cade understands firsthand what it’s like to navigate an unfamiliar environment. A graduate of a tiny high school in Montana, he experienced an acute case of cultural dissonance as soon as he set foot on the Dartmouth College campus his freshman year. He tackled it by embarking on a multidisciplinary autodidactic journey that led him from philosophy to art history to the economic aspects of the oil industry.

At Dartmouth, he also co-founded the Native Organization of Business Leaders and Entrepreneurs (NOBLE) to increase Native American presence in business, advance Native student entrepreneurship and promote Native scholarship in economic development-related projects. “Because so many aspects of business and economic development on reservations are intertwined with federal Indian law, we extensively discussed legal issues. Since I started law school, I have spoken with several Native undergrads at Dartmouth about the possibility of attending law school,” he said.

“Without legally trained and committed young leaders, this tidal wave of development may foster the tribe’s destruction rather than its enrichment”
BRITTANY MORRISON

Each year, Brittany Morrison returns to visit the primary and secondary schools she attended in Edinburg, Texas, to talk to the students about the importance of education and her path to the University of North Carolina School of Law. “I was raised in a Hispanic community where many children do not have the opportunity to attend any kind of higher education,” she said. “The most crucial thing is to show the local youth that there is a strong and growing minority presence among the lawyers of our country.”

The resume she has built during her tenure at UNC makes her an impressive role model. She’s president of the Women in Law Organization, treasurer of the LAMBDA Law Students Organization, UNC Student Congress Representative and a member of the Hispanic/Latino Law Students Association. Brittany also tutors in the Academic Excellence Program and participated in the Charlotte Legal Diversity Clerkship program.

But as a fearful 19-year-old trapped in an abusive relationship, Brittany struggled to imagine the future she has now achieved. “Once I stepped out of the shadow of my abuser, I realized that I was so much more than some victim,” she said. “It was this drive I found within myself that inspired confidence and decisiveness that ended up leading me to where I currently am.”

Brittany credits her ability to overcome adversity with giving her resilience in the face of challenge, courage in the face of uncertainty and self-awareness that makes her stronger. “These are all characteristics that comprise a great attorney and will help me in my legal career,” she says.

“Each of the three years Bianca Serrato worked at Mayer Brown as a paralegal, she watched a new group of law students participate in the Summer Associate Program, vowing to herself that one day she would join them. And, last year, she did. Growing up as the grandchild of Braceros, Mexican migrant laborers, Bianca was teased for being bilingual. Only after her middle school began offering foreign language classes did she realize what an advantage it was to speak another language and be familiar with another culture.”

“My experience as a first-generation American has not been easy, but it has challenged me to grow and become the person that I am today,” she said. “It has pushed me to work harder and forge my own path.”

That path took her to the University of Illinois, where she was elected to the Phi Beta Kappa Society and graduated magna cum laude—while also working and helping her parents get back on their feet after her father was suddenly laid off. She then worked at Mayer Brown in Banking & Finance, where her responsibilities included reviewing and preparing Spanish translations of ancillary documents, and in the Pro Bono Program, where she assisted in preparing and translating Deferred Action for Childhood Arrivals (DACA) applications, among other projects.

She now attends Northwestern Pritzker School of Law, where she mentors Hispanic law students and continues to mentor Hispanic students in her home community of Rolling Meadows, Ill. “As a first-generation college graduate, I know how challenging it can be to simply apply to school. I also know, however, how gratifying and extremely empowering it can be, not only for yourself, but for your entire family, to witness you graduate. I hope that others coming behind me will see that while this path may not be easy, it is possible.”
COMMUNITY ENGAGEMENT | SPONSORSHIPS & PROGRAMS

At Mayer Brown, we take pride in our efforts to promote diversity and inclusion in the communities where we live and where we provide service to our clients. Our sponsorship of legal industry groups and events also provides valued support to organizations that make diversity and inclusion in the legal profession and broader community their central goal.

HIGHLIGHTS OF 2017

» Lawyers from our Chicago office participated in an interactive workshop, organized by the Women’s Forum, “Breaking Through Bias: Improving Cross-Gender Communication to Improve Our Work and Our Lives.” Led by lawyers and authors Andie Kramer and Al Harris, the workshop provided practical strategies for supporting gender diversity, addressing unconscious biases and improving communication in order to positively impact work and client relationships.

» Brigitte Vittrup, PhD, discussed “Talking to Your Kids about Diversity” in a presentation streamed from our Washington DC office to each of our US offices. Sponsored by the Committee on Diversity & Inclusion, in coordination with Mayer Brown’s Attorney Parent Resources Group, the program focused on how and why children develop biased attitudes about race, religion, sexual orientation and other differences, and how parents and other adults can intercept this process.

» Partner-in-charge Rebecca Eisner (Chicago) shared career insights at “Lessons in Leadership: A Conversation with Female Managing Partners,” presented by the Women’s Leadership Institute of the Chicago Bar Association Alliance for Women.

» As part of our first-year associate orientation program, we engaged Arin Reeves, president of the research and advisory firm Nextions and a leading expert on diversity and inclusion in the legal profession. She delivered an interactive presentation on unconscious bias, which was broadcast live from our Chicago office via videoconference to our six other US offices.

» The 17th annual Charting Your Own Course Conference in Orlando, where diverse senior lawyers engaged in straight talk on creative collaboration for personal and professional growth with lawyers of color at all levels.

» The Black Women Lawyers’ Association of Greater Chicago (BWLA)’s National Summit. Intellectual Property partner Melissa Anyetei (Chicago) joined more than 350 lawyers and leaders from across the country for three days of workshops, networking and mentoring.

» The biennial Women’s Power Summit on Law and Leadership, convened by the Center for Women in Law at The University of Texas at Austin. Partners Joanna Horsnail (Chicago), Erika Jones (Washington DC) and Lucia Nale (Chicago) attended the invitation-only gathering of influential women lawyers.
The Association of Corporate Counsel (ACC) Foundation’s 2nd annual Global Women in Law & Leadership Symposium & Honors Dinner at the United Nations in New York City. US Director of Diversity & Inclusion Jerry DeBerry, Litigation & Dispute Resolution partners Jennifer Rosa (New York) and Matt Ingber (New York), Tax Controversy partner Kristin Mikolaitis (New York) and Real Estate partner Keith Willner (Washington DC) joined 240 attendees to connect, collaborate and honor leaders breaking down barriers.

The 19th anniversary celebration of the Asian Pacific American Legal Resource Center, which advances the legal and civil rights of low-income Asian Americans in the Washington DC area.

The South Asian Bar Association (SABA) Annual North America Conference in Washington DC and the SABA Leadership Retreat in Cleveland, attended by Litigation partner Archis Parashar-mi (Washington DC).

The 13th annual Career Strategies Conference in New Orleans, sponsored by Corporate Counsel Women of Color, a support network for in-house women of color.

The Minority Corporate Counsel Association Diversity Gala in New York City.

A private screening of the movie Marshall hosted by the Chicago Black Partners Alliance for judges, lawyers, law students and others in the legal and business community, followed by a panel discussion.

Vision2020, the Eighth Annual LCLD (Leadership Council on Legal Diversity) Membership meeting, held in Washington DC.

The National Asian Pacific Bar Association Annual Convention in Washington DC, attended by a record-setting 2,100 lawyers, judges, law students, legal scholars and elected officials.

We sponsored Lambda Legal’s Bon Foster event in Chicago and Soiree in San Francisco, which support the organization’s mission of achieving equality for LGBT people and those living with HIV through impact litigation, education and public policy work. Mayer Brown is a national sponsor of Lambda Legal.

Our firm was a sponsor of the Equality Illinois Gala in Chicago, the Lesbian and Gay Bar Association of Chicago’s Lawyers for Diversity Gala which supports law students pursuing careers with organizations doing vital work in the LGBTQ+ community, and the Human Rights Campaign Chicago Gala & Auction. As America’s largest LGBT organization, the Human Rights Campaign provides a national voice on LGBTQ issues and works to mobilize grassroots action, elect fair-minded officials and increase public understanding through education and communication.

We were a sponsor of the 3rd annual Kennedy Gayla at the University of Michigan Law School, hosted by the Outlaws. The fundraiser supports the Spectrum Fund Award, which encourages LGBT law students to pursue careers in the public interest or nonprofit sector.

**CAREER DEVELOPMENT AND ADVANCEMENT PROGRAM, US**

Through our Career Development and Advancement Program (CDAP) in the US, we closely monitor the performance and progress of the firm’s diverse and women lawyers in order to provide them with more useful and timely feedback. In addition, CDAP provides a venue for the director of diversity and inclusion, along with the leaders of the Committee on Diversity & Inclusion and the Women’s Leadership Committee, to periodically meet with practice leaders to discuss the critical role that they must play in nurturing and developing our diverse and women lawyers. Firm management has endorsed this program, and meaningful contributions and efforts made by partners in support of CDAP positively impact compensation decisions made by firm management for those partners.
Creating an environment that embraces and respects differences is critical to our ability to appeal to partners and associates as well as to encourage students to pursue a career in law. We build bridges to opportunity and a diverse future through our involvement in conferences, job fairs, panel discussions and workshops at law schools, universities and colleges, and secondary schools.

OUR 2017 INITIATIVES

» Associate Lindsay Brown (Chicago) served as a panelist discussing “Law School Debt and Financial Planning” as part of a week of events focused on “Humanizing the Law,” sponsored by the Black Law Student Association BLSA at Northwestern University Pritzker School of Law. Our lawyers also attended BLSA’s annual Graduating Students Recognition and Alumni Networking Banquet.

» Mayer Brown hosted Practicing Attorneys for Law Students Program, Inc. (PALS) summer reception and panel discussion in our New York Office. The event provided summer associates and interns of color with career development guidance building long term professional relationships and proper methods of obtaining feedback. Tax Controversy partner Erin Gladney (New York) and Finance associate Tyler Garvey (New York) served as panelists.

» Mayer Brown was one of the sponsors of the 29th Annual Sadie T.M. Alexander Commemorative Conference and Career Fair/Networking Reception in Philadelphia, hosted by the Penn Law Black Law Students Association. Mayer Brown lawyers also attended the annual Alden J. “Butch” Carpenter Memorial Scholarship Gala in Ann Arbor hosted by the Black Law Students Association and the University of Michigan Law School.

» Corporate & Securities partner Joseph Castelluccio (New York), along with US Director of Diversity & Inclusion Jerry DeBerry, coordinated a team of 14 lawyers from our New York office who worked side by side with finance, accounting and marketing professionals to guide high school students through a simulated merger-and-acquisition transaction. These students were participating in an intensive summer business camp program run by Youth About Business (YAB), a national youth leadership development organization that introduces students from diverse and underserved communities to the world of business and high-level corporate finance.

» Under the leadership of Partner-in-Charge Dan Masur (Washington DC), our “Making the Case for Kids” initiative focuses on addressing the educational needs of youth in Washington DC by supporting the following organizations: Critical Exposure, Higher Achievement, the Posse Foundation, Homestretch and the Children’s Law Center. Our Washington DC office also hosted a panel and reception for diverse 1L students from local law schools.
We are proud of the many Mayer Brown diverse and women lawyers who earned special recognition for their accomplishments. Lawyers who were honored include:

» Intellectual Property counsel Manuel Velez (New York) was part of the Mayer Brown team that secured a favorable settlement for a West Virginia same-sex couple harassed while applying for a marriage license by a Gilmer County clerk who cited religious objections to marriage equality.

» Lori Lightfoot, Litigation & Dispute partner (Chicago) and president of the Chicago Police Board, has been honored with three awards. She received the Debra Shore Leadership Award from the Victory Fund for her work on behalf of people of color and the LGBT community. The Business and Professional People for the Public Interest named her a “Champion of Public Interest” for her career-long commitment to public service and social justice, and the Federal Bar Association’s Chicago Chapter awarded her the Walter J. Cummings Award for Pro Bono Service. In addition, she was named to Chicago Business Journal’s “Women of Influence” list.

» Litigation & Dispute Resolution partner Bronwyn Pollock (Los Angeles) was named to the National Diversity Council Top 50 Women Lawyers. She was also recognized as a “Woman Worth Watching” by Profiles in Diversity Journal and a “Woman of Influence” by LA Biz.

» Intellectual Property partner Colleen Tracy James (New York) was named a “Woman to Watch” by American Intellectual Property Law Association’s Women in IP Committee.

» Crain’s Chicago Business recognized Litigation & Dispute Resolution partner Lori Lightfoot (Chicago) and Corporate & Securities partner Elizabeth Raymond (Chicago) among the magazine’s “Most Influential Women Lawyers in Chicago.”

» Intellectual Property partner Melissa Anyetei (Chicago) was named one of The Network Journal’s “40 under Forty.”

» Intellectual Property partner Lisa Ferri (New York) was named to Crain’s New York Business’ inaugural list of “Leading Women Lawyers in New York City.

» Employment & Benefits counsel Lisa Pino (Washington DC) received the “Gold ‘n Gavel” Star Award from her alma mater, the Sandra Day O’Connor College of Law at Arizona State University, where she first studied immigration law.

» Washingtonian magazine recognized several diverse Mayer Brown partners from three practice areas as “Top Lawyers” in the Washington DC area: Kendall Burman, Marcus Christian and Rajesh De, Cybersecurity; Marcia Madsen, Government Contracts; and Grace Shie and Elizabeth Espín Stern, Immigration.

» Litigation & Dispute Resolution partners Laura Hammargren (Chicago) and Bronwyn Pollock (Los Angeles) were named to Benchmark Litigation’s “Under 40 Hot List.”
Mayer Brown partners named “Life Sciences Stars” in Euromoney’s Legal Media Group Life Sciences included Intellectual Property—Lisa Ferri and Colleen Tracy James (both New York) and Non-IP Litigation—Debra Bogo-Ernst (Chicago) and Michael Martinez (New York).

Government Relations & Public Law and Infrastructure partner Stephanie Wagner (Chicago) was selected as a “Rising Star” by The Bond Buyer.

Intellectual Property partners Lisa Ferri (New York), Colleen Tracy James (New York) and Gabriela Kennedy (Hong Kong) were recognized in Managing Intellectual Property’s global list of “IP Stars—Top 250 Women in IP.”

Rajesh De (Washington DC), who leads the firm’s Cybersecurity & Data Privacy and National Security practices, rejoined the Homeland Security & Defense Business Council as a Senior Advisor.


Partner Michele Odorizzi was named “Best Lawyers 2018 Lawyer of the Year” in Appellate Practice.

Litigation & Dispute Resolution partner Nancy Ross (Chicago) was named to Best Lawyers’ “Women of Influence” list.

Intellectual Property associate Xiyin Tang (New York) was named to Forbes’ “30 Under 30,” a list of the brightest young innovators “rewriting the rules for the next generation of entrepreneurs, entertainers, educators and more.”

FIRM ACCOLADES

We received an Organization Award from the Illinois Diversity Council at its DiversityFIRST Awards Luncheon for cultivating and promoting diversity initiatives that establish and foster a more inclusive and equitable work/learning environment. Our Chicago office hosted and sponsored the recognition event.

Mayer Brown was named a Top Performer by the Leadership Council on Legal Diversity (LCLD), a designation given to a select group of corporations and law firms who have exceeded expectations for their LCLD participation and support of LCLD’s mission to create a more inclusive legal profession. One of our LCLD activities included hosting a first-year law student who was interning with our client Fannie Mae.

For the eighth consecutive year, Mayer Brown received a perfect score of 100 percent on the 2018 Corporate Equality Index (CEI) and earned the designation as a Best Place to Work for LGBT Equality. The CEI is a national benchmarking survey and report on corporate policies and practices related to LGBT workplace equality, administered by the Human Rights Campaign (HRC) Foundation.

For the sixth consecutive year, Equality Illinois recognized our firm’s commitment to LGBT inclusivity in the organization’s annual “Raising the Bar” report. The report names 40 Illinois law firms that “lead the way in providing a welcoming and fair work environment for LGBT employees and engaging with the LGBT community.”
DIVERSITY CHAMPION AWARD

The Mayer Brown Diversity Champion Award acknowledges and honors US lawyers in our firm whose actions and achievements have demonstrated a sincere commitment to supporting our diversity and inclusion initiatives and improving diversity in the legal profession.

LISA FERRI
PARTNER & FIRM PRACTICE LEADER, INTELLECTUAL PROPERTY
WOMEN’S LEADERSHIP COMMITTEE, CO-CHAIR

ERIN GLADNEY
PARTNER, TAX CONTROVERSY

DANIEL MASUR
PARTNER, CORPORATE & SECURITIES
PARTNER-IN-CHARGE, WASHINGTON DC

KRISTIN MIKOLAITIS
PARTNER, TAX CONTROVERSY

ELIZABETH ESPÍN STERN
PARTNER, EMPLOYMENT & BENEFITS
HEAD OF GLOBAL MOBILITY & MIGRATION

Diversity Champion Awards – Diverse Lawyers Retreat 2017

Diversity Champion Awards – Diverse Lawyers Retreat 2017
Our efforts have produced tangible results. The charts below illustrate the progress we have made in the United States since 2013. While we are encouraged by this progress, we realize there is much more to be accomplished.

*US-based law firms with 700 or more lawyers.
About Mayer Brown

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We are noted for our commitment to client service and our ability to assist clients with their most complex and demanding legal and business challenges worldwide. We serve many of the world’s largest companies, including a significant proportion of the Fortune 100, FTSE 100, CAC 40, DAX, Hang Seng and Nikkei index companies and more than half of the world’s largest banks. We provide legal services in areas such as banking and finance; corporate and securities; litigation and dispute resolution; antitrust and competition; US Supreme Court and appellate matters; employment and benefits; environmental; financial services regulatory and enforcement; government and global trade; intellectual property; real estate; tax; restructuring, bankruptcy and insolvency; and private clients, trusts and estates.

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