

The Power of Advocacy

A Lasting Legacy



Editor's Letter

Page 5

Voices of Advocacy

Page 7

**How Long Must We Wait
for Liberty?**

Page 13

**The United Nations Commission
on the Status of Women Holds
68th Session**

Page 23

Is It Better In-House?

Page 29

A Day at the Supreme Court

Page 39



Debevoise proudly supports the National Association of Women Lawyers.

As NAWL marks its 125th anniversary, we applaud the organization for the important work it has done to advance and empower women in the legal profession. Generations of women lawyers have reaped the benefits of these efforts, as many more will in the years to come. We are honored to do our part.

To join the conversation about women in the workplace, visit the Debevoise Women's Review at women.debevoise.com.

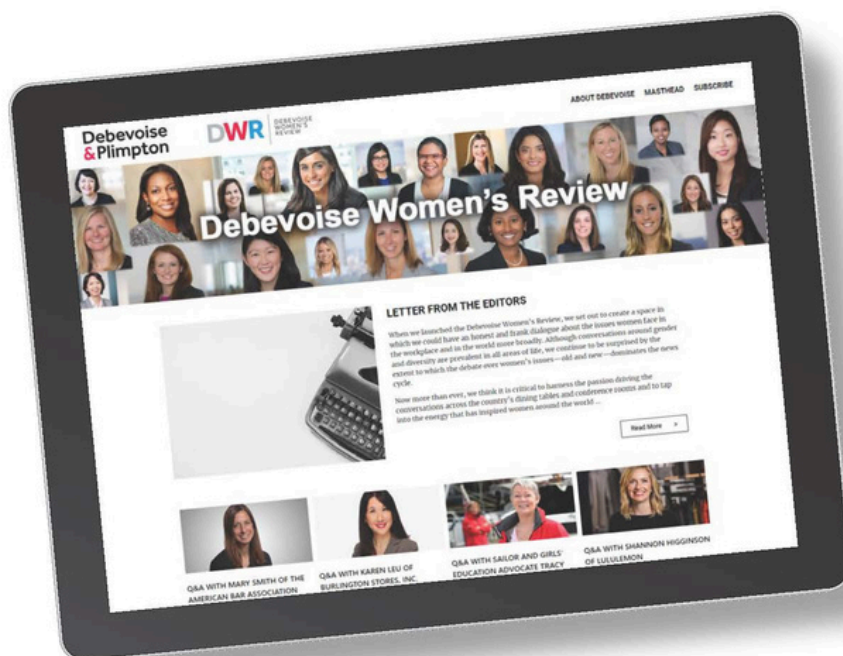


Table of Contents

The Power of Advocacy

- 5 Editor's Letter: The Fight Continues**
written by Jenn French
- 7 Voices of Advocacy:** Meet the NAWL
Advocacy Committee Co-Chairs
interviewed by Nicole Smithson
- 13 How Long Must We Wait for Liberty?** Inez
Milholland, Suffrage, and the Continuing
Fight for Civil Rights
written by Catherine Herbes
- 23 The United Nations Commission on the
Status of Women Holds 68th Session**
written by Madison R. Flareau

NAWL News & Spotlights

- 19 2024 President's Remarks:** Delivered at
2024 Annual Meeting in Chicago
by 2024 NAWL President Kristin Bauer
- 27 Navigating Law and Advocacy:** Insights
from Kelly Noyes, Sponsor Spotlight from
von Briesen & Roper, s.c.
- 29 Is It Better In-House?** An Analysis of
NAWL's Research Report
- 31 Tanenbaum Keale:** Championing Diversity,
Equity, and Inclusion, Sponsor Spotlight
from Tanenbaum Keale LLP
- 35 Certify the ERA NOW!** – NAWL's Letter to
President Biden
- 38 Biomechanics & Performance Meet
Luxury Fashion,** Sponsor Spotlight from
Scarlett Chase
- 39 A Day at the Supreme Court:** An Interview
with Organizers Mary Catherine Vergona
and Mary Card Mina
- 43 New NAWL Board Members in 2025**

ABOUT WOMEN LAWYERS JOURNAL

NAWL BOARD LIAISON

Tamela Merriweather

CO-EXECUTIVE EDITORS

Jenn French

Jennifer Marino Thibodaux

NAWL STAFF

Jess Atkinson

EDITORIAL POLICY

The Women Lawyers Journal (WLJ) is published by the National Association of Women Lawyers (NAWL) members as a forum for the exchange of ideas and information. Views expressed in articles are those of the authors and do not necessarily reflect NAWL's policies or official positions. Publication of an opinion is not an endorsement by NAWL. Articles about current legal issues of interest to women lawyers are accepted and may be edited based on the judgment of the editor. Editorial decisions are based on potential interest to readers, timelines, goals, and objectives of NAWL as well as the quality of the writing. The WLJ also accepts book reviews related to the practice of law. We reserve the right to edit all submissions.

Send submissions via email to jatkinson@nawl.org.

TO SUBSCRIBE

NAWL annual membership dues and sustaining sponsorships include a digital subscription to the WLJ.

Additional subscriptions or subscriptions by nonmembers are available for \$55 in the U.S. and \$75 outside the U.S. Back issues, where available, can be purchased for \$15 each.

CONTACT

National Association of Women Lawyers
American Bar Center
321 North Clark Street, MS 17.1
Chicago, IL 60654
nawl@nawl.org
www.nawl.org

©2024 National Association of Women Lawyers. All rights reserved.

Women Lawyers Journal (ISSN 0043-7468) is published semiannually by the National Association of Women Lawyers (NAWL)®

2024-25 EDITORIAL BOARD MEMBERS

Jennifer Marino Thibodaux

New York, NY

CO-EXECUTIVE EDITOR

Tamela Merriweather

Chicago, IL

BOARD LIAISON

Jenn French

San Diego, CA

CO-EXECUTIVE EDITOR

Jennifer Dewey

Detroit, MI

Emily Mollinedo

Chicago, IL

Alla Digilova

New York, NY

Karen Sebaski

New York, NY

Madison Flareau

Whittier, CA

Kirsten Silwanowicz

Detroit, MI

Deborah Froling

Washington, DC

Nicole Smithson

Berkley, MI

Chaya Gourarie

New York, NY

Priyanka Wityk

New York, NY

Lorena Guzmán-Díaz

New York, NY



About NAWL

The mission of the National Association of Women Lawyers is to provide leadership, a collective voice, and essential resources to advance women in the legal profession and advocate for the equality of women under the law. Since 1899, NAWL has been empowering women in the legal profession, cultivating a diverse membership dedicated to equality, mutual support, and collective success.

Benefits of Membership

- **Networking** | Connect with attorneys of all levels and practice areas in person and virtually at our [events](#) and through our [groups](#).
- **Program & Event Discounts** | Receive discounted tickets to our [premier annual conferences](#) and attend our regular [virtual events](#) for free.
- **Leadership Development** | Build leadership skills through our [Affinity Groups](#), [Committees](#), [Leadership Program](#), and [other initiatives](#).
- **Thought Leadership** | Help create the [NAWL Podcast](#), serve on the [Women Lawyers Journal](#)® Editorial Board, or assist in NAWL [Research](#), including the NAWL Survey.
- **Advocacy** | Participate in the work of the [Advocacy Committee](#) and [Amicus Committee](#).

Contact NAWL

National Association of Women Lawyers
American Bar Center
321 North Clark Street, MS 17.1
Chicago, IL 60654
T 312.988.6186
nawl@nawl.org
www.nawl.org

Women Lawyers Journal®, National Association of Women Lawyers®, NAWL® and the NAWL® logo are registered trademarks.

2024 EXECUTIVE OFFICERS

PRESIDENT

Kristin L. Bauer
Dallas, TX

VICE PRESIDENT

Sandra S. Yamate
Chicago, IL

SECRETARY

April Boyer
Miami, FL

IMMEDIATE PAST PRESIDENT

Peggy Steif Abram
Minneapolis, MN

BOARD MEMBERS-AT-LARGE

Nikki Adame-Winningham
New York, NY

Mary E. Card Mina
Fairfax, VA

Lindsay Carlson
Los Angeles, CA

Kelly A. Clark
Cary, IL

Paula Hinton
Houston, TX

Laura J. Maechtlen
San Francisco, CA

Arleen Nand
Minneapolis, MN

PRESIDENT-ELECT

Gigi Rollini
Tallahassee, FL

TREASURER

Tamela Merriweather
Chicago, IL

ASSISTANT SECRETARY

Carol Anderson
Seattle, WA

NAWL EXECUTIVE DIRECTOR

Karen M. Richardson
Stowe, VT

EDITOR'S LETTER: The Fight Continues

Dear Readers,

I'm going to be candid: I struggled to write my first letter as Co-Executive Editor. I never thought that I would have fewer rights in my 40s than I did in my 20s, but as I write this letter in February of 2025, this is precisely where I find myself: a quagmire of oppression and erasure.

Black women activists coined the term “reproductive justice” in 1994 at a national pro-choice conference.¹ It acknowledges both the intersectionality of women's lives and the fact that the “right to choose” whether to have an abortion is empty without access. SisterSong defines reproductive justice as the human right to maintain personal bodily autonomy, have children, not have children, and parent the children we have in safe and sustainable communities.

On September 13, 2021, NAWL made its organizational commitment to reproductive justice clear, intentional, and explicit by adopting a resolution in support of individuals seeking abortions, and committed actively to support, promote, and advocate for reproductive justice and fight for all individuals to get the care they need wherever they may be located. You can read the full text of the resolution on our website. The timing was prescient; in 2022, the Supreme Court shocked many by overturning *Roe v. Wade* on the eve of its fiftieth birthday in *Dobbs v. Jackson Women's Health Organization*. But those of us in the reproductive justice space were not surprised; those who wish to control women and pregnant people's bodies have been transparent about this desire for decades. And, as Ruth Bader Ginsburg noted in her 1993 confirmation hearing: “The decision whether or not to bear a child is central to a woman's life, to her well-being and dignity. . . . When government controls that decision for her, she is being treated as less than a fully adult human responsible for her own choices.”

This is a dark time for champions of reproductive justice and human rights. In the last three weeks, the current administration has made sweeping changes targeting women, immigrants, and members of the LGBTQ+ community. They scrubbed any mention of reproductive rights from government websites—including the now defunct [reproductiverights.gov](https://www.reproductiverights.gov)—and the CDC and HHS pages.² Their executive orders attempt to erase our trans and nonbinary siblings.³ They have demonized and forbidden DEI policies in part of a larger effort to dismantle civil rights gains made in recent decades.⁴

[1] Sister Song, *What Is Reproductive Justice?*, <https://www.sistersong.net/reproductive-justice>.

[2] It will be no surprise to our readers that women have stepped up to fill these informational gaps. theSkimm co-founders Danielle Weisberg and Carly Zakin launched [reproductiverightsdotgov.com](https://www.reproductiverightsdotgov.com) “to ensure that the critical information and resources it outlined remain available to women and families.” And Jessica Valenti saved the CDC's guidance on reproductive rights issues, sexual health, intimate partner violence, and more, along with information about HIPAA protections for reproductive rights, on her website: <https://jessica.substack.com/p/cdc-birth-control-guidelines-pdf>. Please share these resources with the young women in your life who are justifiably afraid and looking for answers.

[3] Executive Order (Jan. 20, 2025), <https://www.whitehouse.gov/presidential-actions/2025/01/defending-women-from-gender-ideology-extremism-and-restoring-biological-truth-to-the-federal-government/>.

[4] Executive Order (Jan. 20, 2025), <https://www.whitehouse.gov/presidential-actions/2025/01/ending-radical-and-wasteful-government-dei-programs-and-preferencing/>.

They froze all foreign aid, which has and will lead to dire consequences for women and girls around the world.⁵ And they have struck fear in immigrant communities across the country through mass deportations and cancelling immigration hearings.⁶ But as dark as things are, this administration is not alone in its actions. President Obama's administration built the fences used to separate families at the border and hold kids in cages.⁷ President Biden continued President Trump's unlawful immigration policies, even closing our doors to asylum seekers in contravention of international law.⁸ And the ongoing genocide in Gaza—paid for by US dollars—has caused a reproductive justice crisis.⁹

White supremacy and the patriarchy are non-partisan, but so is NAWL's mission "to advance women in the legal profession and advocate for the equality of women under the law." NAWL has fought for gender equality for more than a century, regardless of which political party held power. We are frequently told to vote to save democracy. But voting isn't enough. We must continue the legacy our founders began and tirelessly advocate for equality and change. And that is something we are uniquely qualified to do: long before women could vote, they became lawyers.

In the face of so much uncertainty and fear, it is fitting that this issue looks back at NAWL's legacy of advocacy and the fight for justice and equity. Guest author Catherine Herbes's piece *How Long Must We Wait for Liberty?* describes the remarkable life of Inez Milholland, the face of the suffragette movement and an editor of the Women Lawyers Journal. Our interview with the Advocacy Committee's co-chairs Alli Stevenson and Josh Fougere outlines the Committee's work to date, its priorities going forward, and invites our members to get involved. We describe NAWL's role in the UN's Commission of the Status of Women and the work done at the 68th session in March of 2024. Finally, we've included past president Kristin Bauer's remarks from the 2024 Annual Meeting in Chicago, which traced NAWL's legacy and explained how our history provides inspiration for the path forward.

It's hard not to feel hopeless as we watch the system of checks and balances unravel. But we hope this issue helps. We can do hard things, and together we will push the arc of the moral universe towards justice. Kristin Bauer said it best: "NAWL will continue to be a point of connection, community, engagement, and resources to advance women in and under the law. What NAWL's continued legacy will be depends on us now."



In Solidarity,

Jenn French

Co-Executive Editor,
WLJ Editorial Board

[5] Kimmy Yam, *How USAID Freeze Could Be the Most Catastrophic for Women and Girls*, NBC News (Feb. 8, 2025), <https://www.nbcnews.com/news/asian-america/trump-usaid-freeze-women-girls-risk-experts-warm-rcna190783>.

[6] Nadine Yousef, *Six Big Immigration Changes Under Trump – And Their Impact So Far*, BBC (Jan. 27, 2025), <https://www.bbc.com/news/articles/clyn2p8x2eyo>.

[7] Calvin Woodward & Hope Yen, *AP FACT CHECK: Michelle Obama and the Kids in Cages*, AP (Aug. 17, 2020), <https://apnews.com/article/election-2020-democratic-national-convention-ap-fact-check-immigration-politics-2663c84832a13cdd7a8233becfc7a5f3>.

[8] Nick Miroff & Maria Sacchetti, *Biden Announces New Asylum Cap in Bid to Deter Illegal Crossings*, The Washington Post (June 4, 2024), <https://www.washingtonpost.com/immigration/2024/06/04/biden-announce-new-asylum-cap-bid-deter-illegal-crossings/>.

[9] Iman Husain, *The Hell of Having a Baby in Gaza*, The Nation (Mar. 21, 2024), <https://www.thenation.com/article/world/gaza-reproductive-justice-america/>.

Voices of Advocacy

Meet the NAWL Advocacy Committee Co-Chairs



Alli Stevenson



Josh Fougere

Alli Stevenson and Josh Fougere, co-chairs of NAWL's Advocacy Committee, have been recognized for their exemplary contributions to the organization and in the field of advocacy. In this interview, the award-winning advocates discuss their experiences with NAWL and the impactful work of their committee with WLJ Editorial Board Member Nicole Smithson.

Please share a little about yourselves.

AS: I am a litigator at Hill Ward Henderson in Tampa, Florida. I handle a wide variety of product liability and business litigation issues. I am a wife and mother. I also am very passionate about removing the barriers to women's ability to advance in the legal profession and in their personal lives. I have been involved with NAWL since graduating from law school nearly ten years ago.

JF: I am a partner at Sidley Austin in Washington, DC. My practice focuses on complex commercial and appellate litigation, as well as legal strategy work before and during litigation. Although I'm a generalist by trade, I have worked on a lot of matters in IP litigation, government-facing litigation, including under the False Claims Act, gaming, class actions, and many other subject areas.

Why did you join the Advocacy Committee?

JF: I joined NAWL in 2020 after talking to a friend and colleague about opportunities to do more and be a better ally for women's rights issues and gender equality in the legal profession. Shortly after joining NAWL, I received an email about the formation of the Advocacy Committee. It sounded like the committee was going to be doing many of the things that I was interested in. I applied and was one of the original members, along with Alli. I have been a co-chair for a little over a year. Alli and I talk about this a lot; although as lawyers we have busy "day" jobs, my work with NAWL has been such a highlight. It's a terrific organization, and it makes me feel like I'm able to truly make a difference on a variety of important issues.

AS: Like Josh, I was hungry for opportunities to take the skill set that I was using in my day-to-day job to make a difference on broader societal issues. No matter how big or small, there are areas that I felt needed a lot of reform. My biggest challenge was finding an organization that could give me those pathways to opportunities. Josh mentioned the email announcing the Advocacy Committee. When I read that call to action and the description, I knew it was exactly what I was looking for—a team that would allow me to come together with folks who had the same passion that I did, putting our boots on the ground, and making change happen. It has been a very rewarding experience. Frankly, I think it's the outlet that keeps me sane. It's hard to hear things on the news or see things in your own life and know that they do not have to be this way. We are behind the times on so many social issues. Being able to take that frustration and concern and channel it through work with the Advocacy Committee has just been fantastic.

Thanks to both of you for your willingness to do this work on top of your practice. What does the Advocacy Committee do?

AS: NAWL's mission is to promote the advancement of women in the legal profession and to advocate for the equality of all people under the law. Our committee is primarily focused on the second piece of that mission—advocating for equality. We have identified priority issues that we believe require reform and we carry out advocacy efforts in those areas. Three of our committee's priority issues are achieving pay equity, eliminating gender-based violence, and supporting reproductive justice. The scope of these priority issues is quite broad, and we have done everything from conference programming to public position statements. We've also partnered with national organizations that are recognized and well-respected in those public policy fields to champion these issues.

Can you give a few examples of the committee's deliverables?

AS: AS: Our Supreme Court subcommittee prepares and presents an advocacy panel every year at NAWL's annual meeting. In 2023, it focused on the legal landscape of DEI and affirmative action following *SFFA v. Harvard*. In 2024, that panel focused on the litigation landscape after *Dobbs v. Jackson Women's Health Organization*. Post-*Dobbs*, the committee also hosted a joint webinar with the Hispanic National Bar Association where we spoke with legal scholars in other countries who had had successfully enshrined abortion reform measures in their constitutions. They talked about what they did to make that happen and how our organization could champion similar efforts here. We've also published many podcasts with a diverse array of guests on a variety of topics that fall underneath our advocacy umbrella, including voting rights, reproductive justice, and equity for marginalized groups.

JF: We've also been sending emails with voting resources. We've introduced people to organizations on the ground if they want to volunteer their time locally. It's really a variety of things. I mean, advocacy is a broad term, and I think that's by design. One of the things that Alli and I have been talking recently about is how to find focused areas and avenues in which we can effectuate the committee's mission while also not becoming too broad or expansive.

Does someone need to be a constitutional law scholar to serve on the committee?

JF: Yes. And have a 4.0 GPA. No—absolutely not! Some of the work we do, including on the Supreme Court subcommittee that Alli mentioned, relates to constitutional law issues and issues that are in the headlines coming out of SCOTUS. But even membership on that subcommittee doesn't require any sort of qualifications or expertise in constitutional law. We are much more interested in people who are passionate about what we're trying to do and the issues we're trying to advocate for.

AS: First of all, I thought Josh was firing me because I am not a constitutional law scholar by any means. Seriously though, and I'm not overstating this, I think our diversity in experience and practice areas makes us a strong committee. We have folks who aren't in private practice. Some of our folks are professors. We've had law students make huge contributions. I think the fact that we have a wide variety of individuals, again, varied in their day-to-day practice, in their background, and in their education, gives us this unique opportunity to advocate in a way that allows us to approach things from many different angles.

What kinds of things do individual committee members do?

JF: Picking up on the diversity of our membership that Alli was just talking about, one of the things that, in my view, sets this committee apart is how collaborative it is. In many respects, it's kind of a choose-your-own-adventure. If there are issues that you are especially passionate about that also are a priority for the committee, or if there are specific initiatives that catch your eye, then you can raise your hand and jump in. At the same time, if there are particular things that you like to do, such as writing thought pieces, recording podcasts, or putting together resources for folks, those also are great ways to get involved as a member of the committee.

We have regular meetings, and we go into those meetings with agendas based on things that are top of mind. But we are always looking for committee members to tell us what they're passionate about and to suggest initiatives to advocate for.

AS: We have had members host podcast episodes with well-known individuals in the field and have had a lot of success with that, including one Josh did on voting rights with Leah Aden. We've had some members write articles, both for NAWL's Women Lawyers Journal and for outside spaces. We have had members speak on NAWL and non-NAWL panels, which has been a really great opportunity for us to be able to spread the word and showcase our members, our committee, and the organization as well.

It sounds like there are a variety of opportunities for people, and basically, it just depends on what they want to make of their committee experience.

AS: Exactly.

JF: With some attention to initiatives or things that are priorities at any given time, but absolutely. We are open to talking about and hearing about anything that people are interested in advocating for.

Let's say that a state is preparing to pass legislation that would negatively impact women or there is a pending case that has important ramifications for women. How would someone bring that to the Advocacy Committee's attention?

AS: We would love to hear about things like that, and I would suggest just shooting us an email. Our addresses are on our law firm bios.



Alli and Josh have both hosted episodes of the NAWL Podcast!

Check out their episodes and more at nawl.org/podcast

JF: That's exactly what I was going to say. It can be as simple as emailing us. We then will coordinate with NAWL's staff and think about what we can do about it.

NAWL just celebrated its 125th anniversary. Can you talk about NAWL's history of advocacy?

AS: Advocacy has always been a cornerstone for NAWL. Its origins are rooted in advocating for the 19th Amendment and women's right to vote, a key issue for women, both in and outside of the profession. That was how this organization was brought to life. Advocacy has always been a crucial piece of the mission. Over the years, NAWL has been involved in other initiatives for measures like the Equal Rights Amendment, which we continue to advocate for, and various civil rights initiatives over the years. NAWL has provided pivotal support in voting rights advocacy, especially leading up to the Voting Rights Act of 1965 and related issues.

Advocacy has always been a part of NAWL. There have been times throughout its history where advocacy was less prominent, but it's always been a cornerstone. While the focus of our advocacy has evolved over time, it's integral to NAWL and its mission.

What have been some of the Advocacy Committee's biggest wins or points of pride?

JF: I consider our early work to help form this committee to be a big win. The committee helped NAWL pass several resolutions, which paved the way for this committee to advocate on those issues. Put another way, with a resolution in place, you have the organization and the Board's buy-in on issues like voting rights and equal pay. Another example of a structural organizational win is subcommittees—especially the Supreme Court subcommittee. Thanks to its work, our panel about the Supreme Court at the Annual Meeting has grown in popularity. It's always incredibly well-attended.

We also get high-profile speakers to participate in the panel. Our 2024 panel included advocates on the front line: Harini Srinivasan, Partner at Cohen Milstein Sellers & Toll PLLC; Alison Tanner, Senior Litigation Counsel for the Reproductive Rights and Health Team at the National Women's Law Center; Michelle Kallen, Partner at Steptoe LLP and former Solicitor General of Virginia; and Beth Brinkmann, Senior Litigation Director, U.S. Programs at the Center for Reproductive Rights.



SCOTUS Panel from NAWL's 2024 Annual Meeting

From left to right: Harini Srinivasan, Alison Tanner, Michelle Kallen, Beth Brinkmann

It's great advertising, as people always approach us after saying things like: "That was fantastic. How can I be involved in the Advocacy Committee?" That's something that I view as a big win because it gets us out there. It brings impressive, important people to NAWL and it helps recruit people to the committee.

AS: I agree with all of that. We are very proud of all the things that Josh just mentioned. And, of course, I think it goes without saying that the passage of the 19th Amendment was a huge win for NAWL because we were so key in that movement. We have a lot more to do, and there's a long way to go, but the 19th Amendment is an achievement we can point to as one of NAWL's biggest victories.

In more recent times, one of the things I'm personally very proud of is how our committee really plugged into the 2022 midterm elections. There were some crucial races going on around the country that had huge implications on policies that were directly tied to our priority issues. And so, our committee saw the need and rallied. Our biggest focus was on the state of Georgia, which was huge in 2022. We had members of our committee, both in and outside of Georgia, work the polls. We had some members that knocked on doors. We had a lot of folks who wrote postcards to Georgia voters. We were extremely proud of that energy and effort.



NAWL members writing voter postcards

What issues or projects do you expect the Advocacy Committee to be involved with in the next year or two?

JF: One of the things that we're trying to do is tap into NAWL's core strength—the breadth of its membership. Voting and democracy are, of course, top of mind right now and have been for some time. With the presidential election in 2024, a lot of work has been done on voting and democracy, including sharing resource links and coalition building with other organizations that share our missions and values. We want to collaborate with organizations to tap into the core strengths of NAWL.

Additionally, a lot of issues, including legal issues of particular importance to women, have been litigated in the courts over the last few years. We've talked about how to be more involved in supporting litigation and supporting women's rights in litigation.

Where do you see the future of NAWL's advocacy headed?

AS: We're proud of what we have been able to accomplish, but we recognize that there is a lot of work to be done. We have had trailblazers before us who have done incredible work. And we feel a sense of responsibility to continue charging ahead as we strive towards true equity and equality. Our focus is on remaining diligent. With that in mind, we are aiming to strengthen our partnerships with organizations that already have huge footprints in our priority issue spaces, like the National Women's Law Center, Brennan Center for Justice, and We The Action. We want NAWL to be a source of support and strength for those organizations and for society at large. We want our advocacy efforts to be seen as change-making and we want to be known as an organization that isn't just drafting a mission statement but also actually is living that mission. These are our goals for the future of advocacy.

JF: I think that's perfect. I would just add briefly that one of the things that we've tried to do is also to position ourselves to be adaptive and flexible. It's not always clear what issues need to be addressed at a particular moment. Of course, voting during a presidential election year is going to be top of mind, but it's not always clear what might happen. We've tried to position ourselves in the committee in a way that allows us to adapt to what is most important to members and to women at any particular time.

Do you have any final thoughts for our readers?

JF: Vote!

AS: Vote! Educate yourself on your voting choices and then actually vote and educate your friends and your family and talk to them about voting. But even when we're not in an election year, we love connecting with our members who share this same passion for bringing equality under the law from a pipe dream to as close as of a reality as we can get. We talked earlier about how you don't need to be a constitutional law scholar to be on this committee, and I would emphasize that you also don't have to have a background in advocacy. If any of the things discussed in this interview create a spark or make you feel excited, then we would love to talk with you.

Additionally, the committee is interested in hearing about opportunities that we should be evaluating and taking advantage of, so please reach out even if you are not able to join the committee at this time. As Josh said earlier, our strength comes from our membership. We want to hear what our members see as opportunities and needs. We want to do anything that we can under the resolutions and under our authority from the NAWL Board to act in those areas.

Finally, we can't end this interview without highlighting some of the contributions to the Advocacy Committee made by our NAWL board liaison, Carol Anderson. Before joining the Board, Carol co-chaired our committee. Carol has been supporting NAWL's mission in many ways for many years, and we are so fortunate that when the call came from leadership to establish the Advocacy Committee that was empowered and motivated to act, Carol hit the ground running.

She was our committee's first chair and led the efforts to identify our priority issues and obtaining Board approval of our resolutions. Now that she is a member of the NAWL Board, she serves as our liaison, and her dedication to the committee's work and mission has been key to its successes.

JF: Absolutely. Carol is just the best, and the Advocacy Committee would not be what it is without her incredible leadership.



From left to right: Carol Anderson, Josh Fougere, Alli Stevenson



Interviewed by

Nicole Smithson
WLJ Board Member

HOW LONG MUST WE WAIT FOR LIBERTY?

INEZ MILHOLLAND, SUFFRAGE, AND THE CONTINUING FIGHT FOR CIVIL RIGHTS

By Guest Writer Catherine Sostowski Herbes

In upstate New York, nestled in the Adirondack Park, lies the hamlet of Lewis. If you drive up State Route 9 into the center of town, turning at the Lewis Town Justice Court, you will find the Lewis Cemetery. Here, resting amongst evergreens with its crowns turned up towards the sky, lies a slab of stone with the singular word: Inez.

Inez Milholland was born on August 6, 1886, in Brooklyn, New York. Her father, John Elmer Milholland, the son of an Ulsterman, was a wealthy New York businessman and political enthusiast; her mother, Jean Torrey, was a cultured Scotswoman from Jersey City, New Jersey. Although the family lived in Brooklyn for most of Inez's childhood, they moved to London in 1899. Her parents were progressives, frequently hosting open forums of political discussion and prominent activists of the time, including Mary Church Terrell, at their Kensington residence. As a result, Inez was both politically and socially beyond her American peers.

All About Inez: An "Amazonian Beauty," Intellect, Suffragette, and Oral Advocate

Entering the public stage in the early 20th century, Inez became the embodiment of the "New Woman." She was a favorite of the press given her renowned "Amazonian beauty"—which was only rivaled by her intelligence. She was sexual and self-indulgent during a time when women were ostracized for placing their personal needs over those of their husbands and families.

Even when entering marriage to conform to the social norms of the time, Inez did so by proposing to her future husband, Dutch businessman Eugen Boissevain.

During her summer breaks from Vassar College in Poughkeepsie, New York, Inez's passion for suffrage increased. Although naive about suffrage as a freshman, she plunged into the movement during her sophomore year when she met Emmeline Pankhurst, one of the militant leaders of the Women's Social and Political Union (WSPU). Inez admired the Pankhursts. Not only was Emmeline's daughter Christabel a brilliant attorney, having won an international prize for law, but the Pankhursts also championed the violent tactics the British suffragettes sometimes employed to further their cause.

The British press had nicknamed participants of the British suffrage movement "suffragettes," employing the diminutive to belittle and patronize those fighting for enfranchisement, but WSPU took it in stride, embracing the nickname as their own and imbuing it with new meaning. With their rallying cry of "Deeds, not Words," they gained infamy with their campaigns of arson and rock throwing, frequently targeting politicians who intended to suppress suffrage legislation. WSPU's tactics of civil disobedience—frequently resulting in arrest and consequently hunger strikes among the suffragettes—in addition to protests, parades, and soap box speeches, were picked up by the American movement and were familiar to Inez by the time she left London.

Paying her dues to become an official member of WSPU in the weeks following her graduation from Vassar in 1909, 23-year-old Inez had already set herself on a path to become a prominent figure within the suffrage movement. Inez recognized early on, however, that the only way women in the early 20th century could reform society was by studying the law. In this quest to further advance the suffrage movement, Inez wanted to become an attorney. Inez finally landed at New York University (NYU) Law School after being rejected from the law schools of Harvard, Oxford, and Cambridge because of her sex. By 1910, only 558 of 114,704 judges and attorneys were women, but Inez was determined to be one of them.

Initially, she wanted to become a lawyer advocating for women's rights, though she would later become a labor attorney born out of her protests for the rights of lower-class working women. Although Inez struggled in many of her classes, she was particularly skilled in oral advocacy. One of the alternative paths to eligibility for the New York bar was completing a clerkship rather than the third year of law school, so Inez began to clerk at the prominent law firm of Osborne, Lamb, and Garvan in 1912. With her history of activism leading her to fight for the underdog, Inez's first clerk assignments saw her on the defense side of criminal cases.

Although the number of women receiving a college education was increasing in the early 1900s, it was still frowned upon for upper-class women like Inez to pursue a career.



Inez Milholland ca. 1913

But Inez wanted to support herself because she believed that economics were deeply connected to women's rights and that personal autonomy was limited by financial dependence upon a man. Inez was incredibly privileged to decide whether she wanted a career rather than it being a matter of necessity, as was the case for many lower-class women. She was instrumental in bridging the gap between the socialite and socialist.

A Modern Joan of Arc and Martyr: Heroic Harbinger of Political Equality for Women

Inez's cemented her iconic status within the suffrage movement during the 1913 Women's Suffrage Parade. On the brisk morning on March 3, 1913, the day before the inauguration of President-Elect Woodrow Wilson and just days after Inez learned she had passed the New York bar exam, tens of thousands of suffragists paraded down Pennsylvania Avenue in Washington, D.C. Inez led this first organized political march astride an ivory horse, Grey Dawn, enrobed in a flowing white herald's cape and crown. Pictures of Inez as the heroic harbinger of a new century of political equality for women, in her modern portrayal of Joan of Arc, headlined the front page of major U.S. newspapers.

Organized by Alice Paul, the chief organizer of the suffrage parade and a part of the National American Woman Suffrage Association's (NAWSA) Congressional Committee, the parade highlighted women's dual ability to be good citizens without sacrificing their femininity or dignity, a fear of suffrage opponents. As women from different states, backgrounds, and professions peacefully marched, however, an agitated mob blocked their path. Risking the safety of the marchers and the success of the parade, Inez charged forward, cutting through the throngs of men threatening to pull her off Grey Dawn. Thus, Inez not only led the parade, but also made a path for the suffragists coming after her.

Inez was sworn into the New York bar in April, a month after the 1913 Women's Suffrage Parade. Around this time, she also joined NAWL, serving as an editor of the Women Lawyers Journal.

After 1913 parade, Inez juggled her obligations to the women's suffrage movement and her legal work, which consisted of, among other things, trying to save a man from receiving a death sentence. Inez was so exhausted between her work with the suffrage movement and her legal career that she initially refused when Alice Paul asked her to act as the Congressional Union's (CU) Western envoy during a speaking campaign against the re-election of Woodrow Wilson. The personal stakes for Inez were high. As a pacifist, she opposed U.S. involvement in the Great War, and suffrage legislation was getting nowhere at the federal level, neither of which would improve during a second Wilson term. Recognized as a superb speaker and an icon of the suffrage movement, Inez feared that her performance would determine the success or failure of the campaign.

Although she felt drained and now had a difficult time traveling, Inez reluctantly agreed and left New York for the west coast with her sister, Vida, on October 4, 1916. With interviews, meetings, luncheons, banquets, rallies, parades, receptions, and speeches occupying every minute of the four-week trip, which aimed to cover twelve Western states before returning to Chicago by election night, Inez had no time to rest even as her health deteriorated. The thousands who thronged to hear her speak did not suspect that, once off stage, the young suffragist was so overexerted that she became faint and had to be carried back to the train station, her face a ghostly pallor.

On October 23rd, in the middle of her speech at Blanchard Hall in Los Angeles, California, her arm raised in a passionate plea to her government, Inez finally collapsed. Her last words, which she addressed to President Woodrow Wilson, were, "How long must women wait for liberty?" Inez was rushed to the Good Samaritan Hospital, where she was diagnosed with pernicious anemia. Initially, the severity of her condition went unappreciated by Alice Paul, who hoped Inez might still recover and finish the campaign in Chicago. As Inez failed to recover, however, doctors suggested her parents, sister, and husband say their goodbyes.

Inez Milholland Boissevain died at 10:55 pm on November 25, 1916. She was 30 years old. She was never granted the right to vote by her government.



Inez Milholland ca. 1911

The Nineteenth Amendment: The Vote Secured, But the Fight Far From Over

The 19th Amendment was finally ratified nearly four years later in August 1920. Although President Wilson had reluctantly endorsed the amendment, which received approval from the Senate in June 1919, 36 states legislatures needed to ratify the 19th Amendment before it could become law. With the ratification deadline swiftly approaching, the final vote came down to Tennessee. Suffragists from around the country gathered at the Tennessee State Capitol in Nashville as the legislators began to divide themselves into two camps: those who supported suffrage wore a yellow rose, while those against wore a red rose. The roll call began, ending in a tie. A singular vote would either grant women the right to vote or condemn them to continued disenfranchisement, with many of those who began the movement dying before seeing their dream become a reality. Indeed, this was the cause for which Inez Milholland became a martyr.

At this pivotal moment, 24-year-old Harry T. Burn flipped his vote, having received a letter from his mother Febb E. Burn, urging him to support the amendment.

Although women won the right to vote, the fight was far from over. While the 19th Amendment proclaimed that “the right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of sex,” only white women saw immediate change. Women of color continued to face oppression from those who would deny them their constitutional right to vote, a prevailing challenge that legislation after the 19th Amendment has attempted to address.

Continuing Fight for Civil Rights

Just two years later, suffrage opponents challenged the 19th Amendment’s validity. In *Leser v. Garnett*, 258 U.S. 130, 137 (1922), voters attempted to strike two Baltimore women from the Maryland voter registry, arguing that the state constitution included provisions limiting suffrage to men and maintaining that the state had not ratified the 19th Amendment, therefore preventing the state legislature from enforcing enfranchisement. In a unanimous opinion authored by Justice Louis Brandeis, however, the Supreme Court reinforced the 19th Amendment and reiterated that when a state ratified a federal amendment, they transcended “any limitations sought to be imposed by people of the state.” While a woman’s right to vote had now been upheld, the hundred years since the ratification of the 19th Amendment have seen additional attempts to protect this most basic right and civic duty.

The Indian Citizenship Act of 1924 granted citizenship to all Native Americans in response to earlier Supreme Court decisions asserting that the 14th Amendment’s Citizenship Clause did not apply to them.

While the Act did not provide for “full” citizenship, and several states continued to deny Native Americans the right to vote until as late as 1948, it was nevertheless a step towards expanding the pool of eligible U.S. voters. The Immigration and Nationality Act of 1952 continued this work by attempting to address laws that disproportionately discriminated against Asian immigrants, once again demonstrating how voting access is inexplicably tied to citizenship status.

The 1960s ushered in substantial pieces of voter protection legislation, beginning with the 23rd Amendment. Until its passage in 1961, residents of Washington D.C, which had and continues to have a substantial African American community, had no electors. The 23rd Amendment cemented their ability to partake in presidential elections. This was followed by the 24th Amendment, passed in 1964, which prohibits federal poll taxes as an obstacle to voting, historically used as a means of disenfranchising African American and low-income voters. These amendments were coupled with *Harper v. Virginia Board of Elections*, 383 U.S. 663 (1966), where the U.S. Supreme Court prohibited state and local poll taxes, maintaining that poll taxes are a violation of the 14th Amendment’s Equal Protection Clause.

The Voting Rights Act (VRA) of 1965, signed into law during the Johnson administration at the height of the Civil Rights Movement, was designed to enforce the 15th Amendment, which prohibits denying a citizen’s right to vote on the basis of race, color, or previous condition of servitude. Amidst rampant voter suppression in the Jim Crow South, this legislation aimed to address racial discrimination by finally banning literacy tests, addressing attempts to intimidate voters at the polls, and instating “preclearance” measures. These measures necessitated that states with a poor history of voting rights, many of which were in the South, must obtain preclearance by the federal government before changing voting practices.

Although advocates were initially optimistic that the VRA would quickly resolve centuries of racially discriminatory voting practices, the provisions outlined in this legislation had to be extended multiple times. But in *Shelby County v. Holder*, 570 U.S. 529 (2013), the U.S. Supreme Court declared Section 4(b) of the VRA, the clause determines which states require preclearance due to a history of racial discrimination, was unconstitutional as it violated the states' equal dignity. This effectively prevented the implementation of Section 5 of the VRA, which outlines preclearance, unless an alternative formula dictating which states require preclearance could be passed by Congress. *Shelby's* aftermath stifled the increase in minority election turnout that had resulted from the voter protection methods outlined in the VRA. Even as legislation like the 26th Amendment, passed in 1971 during the Vietnam War, aimed to expand the voting age from 21 to 18, the backward steps of decisions like *Shelby* and racial gerrymandering practices ensured that voting equality is a dream not yet realized.

Reflections: "Come, Let Us Reason Together."

It has been over a century since the passage of the 19th Amendment, and it is easy to forget the struggle that so many women went through to ensure their daughters, granddaughters, and great-granddaughters would have the right to vote. It is easier to forget the struggle many Americans continue to endure as their right to vote is so frequently put at risk. But it is a privilege to be free from the constant anxiety of losing that right. Thus, for everyone that yearns for the freedom they are granted by their ability to exercise their right to vote, it is important to continue advocating for those who remain suppressed. We must continue to move forward though we move towards uncertainty.

We end in the same way we began—in a graveyard. As a student at Vassar, Inez protested college president James Monroe Taylor's prohibition of suffrage discussions on the college campus. Leading a group of women to a graveyard adjacent to the grounds, a banner was hung amidst the tombstones, inviting all to "Come, let us reason together." In this same way do we invite others to reason with us, so that we may promote change together.



Written by
Catherine Sostowski Herbes
Guest Writer and Student,
Swathmore College

Sources

Bernard, Diane, *She Was the Glamorous Face of Suffrage. Then She Became Its Martyr*, Aug. 7, 2020, The Washington Post, <https://www.washingtonpost.com/graphics/2020/local/history/inez-milholland-suffrage-parade-womens-rights/>.

Bomboy, Scott, *The Vote That Led to the 19th Amendment*, <https://constitutioncenter.org/blog/the-man-and-his-mom-who-gave-women-the-vote>.

Eckhaus, Phyllis, *Restless Women: The Pioneering Alumnae of New York University of Law*, Dec. 1991, https://www.law.nyu.edu/sites/default/files/upload_documents/Phyllis.Eckhaus.1991_1.pdf.

Library of Congress, Inez Milholland Boissevain, full-length portrait, seated, facing front, wearing white cape, on horse at women's suffrage parade, Washington, D.C., <https://www.loc.gov/pictures/item/94506341/>.

Library of Congress, Inez Milholland Boissevain, wearing white cape, seated on white horse at the National American Woman Suffrage Association parade, March 3, 1913, Washington, D.C., <https://www.loc.gov/pictures/item/2014691486/>.

Lumsden, Linda J., *Inez: The Life and Times of Inez Milholland*, 2004, Indiana University Press.

DIVERSITY
EQUITY
INCLUSION
PEACE
FREEDOM
EQUALITY
JUSTICE

DIVERSITY IS EXCELLENCE

Diversity is essential to providing excellence to our clients. Investing in diversity and inclusion is more than smart business—it is who we are. We applaud the National Association of Women Lawyers (NAWL) for its continued commitment to advancing equity within the legal profession and under the law.



2024 President's Remarks

Delivered at the 2024 Annual Meeting in Chicago

by 2024 NAWL President Kristin Bauer

Welcome to NAWL's annual meeting. We are thrilled to have you here with us to mark NAWL's 125th anniversary.

My name is Kristin Bauer, and I am proud to serve as NAWL's 97th president. My official day job is employment attorney. I've spent more than two decades practicing law in Dallas with Jackson Lewis, where I am a principal. I am grateful that my firm and family support my work with this incredible organization.

NAWL's annual meeting traditionally marks a beginning and an end, when NAWL's officers change position. But this year, we made a change to align NAWL's officer transition with the calendar year. And so instead of previewing a full presidential term, I view this opportunity to speak with you—on this milestone anniversary—as both a state of the union and a reflection on NAWL's legacy.

NAWL's founders were lawyers before they could vote. Because of that, individually they had little power, but together they were a force. Their earliest cause was women's suffrage, and they joined a broad coalition of like-minded organizations—and a larger movement to secure the vote for women. Although fuller enfranchisement would not be realized until the 1960s with the passage of the Voting Rights Act, NAWL's founders made their mark in 1920 when the 19th amendment became a reality.

In the 1930s, the association turned its advocacy most significantly to the Equal Rights Amendment and the passage of uniform divorce laws. NAWL's advocacy for women's equality, including the Equal Rights Amendment, continues to this day.

Preparing for this occasion, and to understand NAWL's history, this Spring I joined a small group of current and former board members to visit NAWL's archives at Radcliffe. And although I expected to find evidence of trailblazing women and historical trivia from the women's movement—and there was plenty of that—what surprised me the most was that from these boxes of association odds and ends spanning decades, I could sense the sisterhood among these women. They took pride in being attorneys in a male-dominated industry and they worked aggressively and strategically to support one another, to improve the standing of women in the profession, and to advance women's equality.

That tradition is alive and well today.

NAWL emerged from the COVID-19 pandemic more nimble and with a highly engaged membership. NAWL's members continue to be determined, strategic, innovative, and creative.

I am heartened when I hear the stories of our members of all backgrounds and experience levels who have benefitted from NAWL and who give back to support NAWL's mission. NAWL's strength has been and continues to be its members.

But what is NAWL's legacy?

When I entered the profession in the late 1990s, I had not known a world without significant legal protections for women and people of color—landmark protections that came to pass in the 1960s and 1970s like the Equal Pay Act, Title VII, the Voting Rights Act, Roe, the Pregnancy Discrimination Act, and Title IX. On the heels of this tidal wave of progress, the percentage of women entering law school skyrocketed from just 10–20 percent in the early 1970s to almost 50 percent by the late 1990s.¹ Given this seemingly unfettered progress, I assumed that women's rights and basic civil rights were secure—that the last frontier for women attorneys was achieving fuller representation in the highest levels of the legal profession. And I was drawn to NAWL's initiatives designed to achieve that, including the NAWL Survey on the Promotion and Retention of Women in Law Firms, which explores barriers to women's advancement in the AmLaw200. Or NAWL's programs that foster networks and communities of support for members across the country. NAWL's focus to advance and support women in law is well founded—the number of women in the country's largest law firms who are also equity partners is less than 30%,² only 34% of Article III federal judges are women,³ and the numbers are similar for women holding general counsel position at Fortune 1000 companies.⁴

Looking through the lens of NAWL past and present, I see NAWL's legacy as one of achieving greater independence, autonomy, and equality for all women. But sadly, advances for women, people of color, the LGBTQ+ community, and other marginalized groups have been met with backlash and division, and that puts NAWL's legacy and women's equality at risk.

To better understand what's at stake, I've been eager to learn from the past. And in doing so, I continue to revisit the story of a Texas legend, who I recently learned was a NAWL member and a founder of a nonprofit family violence shelter in Dallas where I have volunteered. I share her story today because it reminds me of the power we have as attorneys and the importance of the rule of law.

Louise Raggio started practicing law in the 1950s in Dallas.⁵ For context, Louise and others from her generation entered the profession when the doors of the legal establishment were closed to them, when there was no legal framework to address sexual harassment, when the idea of true equality for women was a joke, and when women were routinely underestimated and passed over in the workplace.

Louise wrote in her autobiography, which I both liberally quote and paraphrase here, that anything she accomplished was a response to a disaster. She became a lawyer while raising a young family because of threats to her husband's livelihood. She became a family lawyer because traditional firms did not hire women. And she became a feminist after a difficult pregnancy and grappling with the potential of what she described as—in her words framed by the times—a “therapeutic abortion.”

[1] <https://academic.oup.com/jla/article/15/1/48/7246687>.

[2] NAWL Survey on the Promotion and Retention of Women in Law Firms, 2021 Report, available at <https://irp.cdn-website.com/2df22e83/files/uploaded/2021%20NAWL%20Survey%20Report.pdf>.

[3] Data from the Federal Judicial Center related to Article III sitting judges as of December 26, 2024, available at <https://www.fjc.gov/history/judges/search/advanced-search>.

[4] 2022 Data from Minority Corporate Counsel Association shows that 33.5% of general counsels in the Fortune 1000 are women, as reported in the MCCA 2023 Fortune 1000 GC Survey, available at <https://mcca.com/wp-content/uploads/2024/06/MCCA-2023-Fortune-1000-GC-Survey-Report-Final.pdf>.

[5] The discussion of Louise Raggio's career was drawn heavily from her autobiography, *The Texas Tornado*, which contains a compelling introduction of Louise's story from former Texas Governor Ann Richards.

Back then, married women in Texas had the same rights as children and prisoners—they could not enter contracts. She used to say that when a woman and man married, “they became one, and the man was the one.” Given Texas’s history as a republic, its family laws were a mix of legal traditions from a time when women did not have rights. Because of Louise’s leadership and ability to bring others to her cause, things changed: the Texas Marital Property Act became law in the late 1960s, securing property rights for married women. Louise went on to spearhead efforts to create the Texas Family Code and enact similar reforms, including uniform divorce laws, throughout the country, providing a path to independence and autonomy for countless women and children. She ended her career a nationally recognized family attorney and legal legend.

Louise’s personal and professional journey and NAWL’s history provide inspiration for the path forward. This year, in honor of NAWL’s suffragist roots, NAWL hosted an anniversary series featuring leading scholars and advocates on modern voting rights. The vote is foundational to all rights and must be vigilantly safeguarded, and the retraction of voting rights threatens the standing of all women and underrepresented communities.



Today I am grateful not only to those who fought for the rights we enjoy today but also for advocates and public servants like our awardees who continue a tradition of advocacy for equality, civil rights, and the vote. But we cannot sit back and let others do the work. As our founders’ story reminds us, although in this moment we may feel powerless, together we are a force.

And on that note, I leave you with one last and perhaps familiar anecdote (also included in the current Broadway play *Suffs*). After the US Congress passed the 19th amendment in 1919, the vote of 36 states was needed for it to become law. The final push for ratification played out in the Tennessee house of representatives, where the vote was tied. There was intense opposition to enfranchisement in the South. A young legislator named Harry Burn cast the tie-breaking vote influenced by a note from his mother Febb Burn. The note said: “Hurrah and vote for Suffrage and don’t keep them in doubt.”⁶ Imagine the conversations at the family dinner table that laid the foundation for that pivotal moment.

We all have power and influence and the opportunity to engage in our communities and advocate for issues of importance to women.

To quote Professor Carol Anderson, whose remarks kicked off our voting rights series —“when we engage, we win.”

Advances for women and underrepresented groups must be protected with urgency and clear-eyed advocacy. NAWL will continue to be a point of connection, community, engagement, and resources to advance women in and under the law. What NAWL’s continued legacy will be depends on us now.

[6] Tennessee mother Febb Burn’s letter to son Harry T. Burn that ratified 19th Amendment – Washington Post.

Law for all.

We proudly support the **National Association of Women Lawyers** and their bi-annual publication, as they foster collaboration and community among women lawyers nationwide.

troutman.com

Troutman Pepper Hamilton Sanders LLP



WINSTON & STRAWN PROUDLY SUPPORTS THE

National Association of Women Lawyers

winston.com

NORTH AMERICA
SOUTH AMERICA
EUROPE
ASIA

WINSTON
& STRAWN
LLP

The United Nations Commission On The Status Of Women Holds 68th Session

By Madison R. Flareau

Background

Part of the United Nations (UN) Economic and Social Council, the Commission of the Status of Women (CSW) is the world's leading intergovernmental body dedicated to promoting gender equality and empowering women. The CSW was established in 1946¹ and meets annually to evaluate progress on gender equality, document the economic, social, and political reality of women's lives throughout the world, identify challenges ahead, stimulate public policy, and formulate concrete policies to promote gender equality worldwide.

NAWL's Involvement with the CSW

NAWL is actively engaged with the CSW. For example, it has been granted official UN observer status and has sent representatives to contribute to discussions. Furthermore, in 1961, President Kennedy appointed NAWL's then-president, Marguerite Rawalt, to the President's Commission on the Status of Women. Chaired by Eleanor Roosevelt, this US Commission was created in response to growing awareness of gender discrimination and the need for women's rights advocacy during the early 1960s. The commission published its landmark report, "American Women," in 1963 and played a significant role in influencing legislation, including the Equal Pay Act of 1963 and the Civil Rights Act of 1964.² Its influence laid the groundwork for the feminist movement of the 1960s and 1970s.

The 68th Session: March 11, 2024

The United Nations Commission on the Status of Women opened its 68th Session in New York on March 11, 2024 (CSW68). The theme of the eleven-day deliberations focused on accelerating the achievement of gender equality by addressing poverty, strengthening institutions, and providing financial resources for gender-specific needs and challenges.

According to the report presented by the Secretary-General of the UN, 10.3% of the women in the world currently live in conditions of extreme poverty,³ earning less than \$2.15 per day. To achieve the CSW's Sustainable Development Goals by 2030, progress towards ending poverty needs to be 26 times faster—and accelerated progress requires investment.⁴

[1] *The United Nations Commission on the Status of Women* (United Nations, Division for the Advancement of Women, Department of Economic and Social Affairs).

[2] The Department of Education and Public Programs at the John F. Kennedy Presidential Library and Museum, *New Frontiers: A Growing Women's Movement and the Equal Pay Act of 1963* (Issue 28, 2020).

[3] Ginette Azcona, et al., *Progress on the Sustainable Development Goals: The Gender Snapshot 2023* (New York, UN-Women and United Nations, Department of Social and Economic Affairs, 2023).

[4] Association for Women's Human Rights in Development, *Where is the Money for Feminist Organizing?* (2002).

Since 2020, however, the Organization for Economic Cooperation and Development reported a significant drop in financial commitments⁵ to promoting gender equality.⁶ The UN Women welcomed the adoption of a "robust blueprint" to end women's poverty in response to this finding.

The CSW68's Agreed Conclusions⁷ recognize that women and girls living in poverty become "shock absorbers" in times of crisis and that further efforts are needed to increase resources to address women and girls' poverty. Acknowledging that the 21st century international financial architecture is not fit for a crisis-prone world, the Commission called for bold and ambitious reforms to enable countries to mobilize and invest resources in gender equality.

Most notably, the Commission called on Member States and relevant stakeholders to act in the following areas, among many others:

- Guarantee universal access to sexual and reproductive health and rights;
- Implement bold reforms for a more adapted, equitable, and rapid international financial architecture to meet the needs of developing countries and women living in poverty;
- Initiate reforms to mobilize resources for gender equality, notably through debt relief and progressive taxation;
- Strengthen gender-sensitive social protection systems and increase investment in the care community; and
- Increase Official Development Assistance (ODA) and urge developed countries to fully respect their commitments, in particular the 1970 requirement to allocate at least 0.7% of gross national income to ODA.⁸

Along with CSW68, UN Member States and intergovernmental organizations coordinated approximately 270 side events, and civil society and youth-led organizations created more than 760 parallel events as part of the NGO CSW68 Forum. These sessions, particularly the Youth Interactive Dialogue, highlighted the importance of continuing with the practice of integrating critical youth perspectives in the official sessions of the CSW.

The 69th Session of the CSW will take place from March 10–21, 2025, in New York. Its focus will be the upcoming 30th anniversary of the adoption of the Beijing Declaration and Platform for Action,⁹ which to date forms the most progressive international agenda for advancing women's rights and gender equality.

The CSW has been an untiring advocate for gender equality and empowerment of women across the globe. It has provided a unique space for exchange of national experience and good practices and for bringing the voice of the women's movement to the UN.¹⁰ A significant challenge for the Commission lies in ensuring accountability for implementation of existing policy recommendations and human rights standards at national levels. The Commission will continue to play a critical leadership role to ensure that the work of the UN has a positive impact on the lives of women at the country level and remains a driving force for gender equality and empowerment of women.

[5] Organization for Economic Co-operation and Development, *Official Development Assistance for Gender Equality and Women's Empowerment: A Snapshot* (2023).

[6] *Id.*

[7] *Accelerating the Achievement of Gender Equality and the Empowerment of All Women and Girls by Addressing Poverty and Strengthening Institutions and Financing with a Gender Perspective* (United Nations Economic and Social Council, Commission on the Status of Women, 68th session, 2024).

[8] *Id.*

[9] *Beijing Declaration and Platform for Action* (The Fourth World Conference on Women, 1995).

[10] *Women Go Global: The United Nations and the International Women's Movement, 1945–2000* (New York: Division for the Advancement of Women, 2002).



Written by

Madison R. Flareau
WLJ Board Member

February 1914

WOMEN LAWYERS JOURNAL

Vol. 3 No. 5

NAWL LEGACY

New York's Precedent—Dr. Davis Commissioner

Edited By Eugenie M. Raye-Smith

"Progressive womanhood in New York City is still rejoicing over the new, the unprecedented—the appointment of a woman head in a city department! In Dr. Davis we feel we are all honored. Mayor Mitchel has made for himself a distinctive place in our city's annals.

What is most significant of genuine progress is that no political wire-pulling preceded this appointment. The candidate herself did not run about (to the neglect of her regular duties) securing pledges of clubs to back up her candidacy. Large merit in reformatory work spelled her success. She needed no other -advocate. Not as a woman, but as an efficient public servant she has qualified for a position not listed as peculiarly the woman's.

The lesson is a good one, the example worthy of our most careful consideration as women who believe there are public offices peculiarly the woman's. We believe we should have women judges in women's and children's courts. We believe that, as in the case of Commissioner Davis, they should be selected, not as a result of political influence alone, not by means of unseemly rush for preferment, not just because they are women and lawyers. In our editorial of May, 1913, on "The Ideal Woman Judge for Children," we spoke our mind on one of these matters, standing for the principle that women should show themselves superior to the rule of political favoritism,

that they should stand firm in demanding native suitability, appropriate education (along the lines of practical psychology as well as of law), and adequate preliminary experience in handling children, as requisites in a candidate for woman judge of a children's court. Less exacting in a way are the demands in the case of judge in the woman's court. Nevertheless, keen perceptions and hard sense, combined with infinite patience and a divine faith in and sympathy with humanity, would seem qualities possible to find in some woman lawyer. When such are found let us hope they will be recognized as has been recognized the ability of Dr. Katharine Bement-Davis."

Disrupting the Status Quo

Sidley is proud to support the **National Association of Women Lawyers** and celebrates its 125th anniversary. Sidley congratulates all of this year's award recipients.

SIDLEY

Find out more about how we are empowering women lawyers at [sidley.com/diversity](https://www.sidley.com/diversity)



CAREERS THAT MAKE A DIFFERENCE.

Jessica, an Air Force veteran, is continuing to serve and make a difference in her role at USAA by helping protect our members' financial security.

"Working on a team that actively monitors account security and identifies fraud helps us ensure the financial goals of our members are met. Maintaining the integrity of each USAA member's account is the part of my job that brings me the most fulfillment," she says.

Our mission allows employees like Jessica to continue serving the military community in meaningful ways.

Come make a difference with a career backed by a powerful purpose, competitive benefits and exceptional pay.



If you've got a passion for service, join our mission.
Scan to explore careers at usaajobs.com



USAA is an equal opportunity and affirmative action employer and gives consideration for employment to qualified applicants without regard to race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, national origin, age, disability, genetic information, veteran status, or any other legally protected characteristic. 6286304-0224



Navigating Law and Advocacy: Insights from Kelly Noyes



Kelly Noyes, an attorney at von Briesen & Roper, s.c., reflects on her career journey, the unique aspects of her practice, and the vital role of advocacy in the lives of women lawyers.

Did you always know you wanted to be a lawyer? What made you decide to go to law school?

I love to read, write, and problem-solve, particularly technical and tricky, detail-heavy issues. After I took a business law class in high school, I figured out that law was a good fit for my strengths and what I like to do. I was lucky to figure this out so early in my life, and that I was correct that law school was a good fit for how my brain works and what I find interesting.

What do you think makes your practice unique?

I spent the first 15 years of my career practicing business litigation. In the last few years, I transitioned to a compliance-based practice in employee benefits and executive compensation. This is a big change of pace for me—I spend a lot more time in the tax code now than in e-discovery software, and I write plans instead of briefs. But this change makes my practice unique in a way that I think is helpful for clients. I understand risk and what can go wrong from my litigation practice, as well as how to advise clients to think about those risks.

After years of being in an antagonistic mindset, I also appreciate partnering with clients to build their businesses through employee benefits and creative (but compliant) compensation programs, and helping clients avoid or quickly resolve potential compliance issues.

Why did you decide to become a member of NAWL?

I have long been involved in the Association for Women Lawyers in Milwaukee, so I was excited to join NAWL when von Briesen became a sponsor and invited all of our lawyers to join. After attending the Annual Meeting in 2023, I joined the Annual Meeting Committee and was thrilled to help plan for 2024. This allowed me to connect with so many inspiring, amazing women lawyers in all types of practices and from all over the country. I also appreciated learning about all the amazing opportunities NAWL provides for professional development and furthering the interests of women in the law.

What traits do you admire about the women in your professional life?

Organizations like NAWL show that there is no one way to be successful in this profession. The women I admire are ones who have stayed true to themselves and what they are passionate about while pursuing their careers. There is nothing more invigorating than talking to a woman who loves what she does. Through NAWL, I have met women who fit that description in so many different job settings and life stages. I also admire the women who take the time to give back, whether through advocacy, mentoring, pro bono work, or volunteering. As women lawyers, we have such an advantage in that we know how the law works (and doesn't), and it is so important to use our knowledge and power to help others.

You mention advocacy as one of the traits you admire. What does being an advocate for women lawyers and for women under the law mean to you?

Being an advocate for women and women lawyers can mean so many things: from the nationwide efforts to fight for reproductive freedom and equality under the law, to the local efforts to create family leave policies and safe places for working nursing mothers, to the myriad little things that women do every day to advocate for other women to have their voices heard in professional settings. There are a million ways, big and small, that women lawyers are fighting to make things better for the next generation. I'm grateful for those before me and excited to see what happens as we keep paying it forward.

Do you think women lawyers can be advocates in their everyday lives? If so, what might that look like?

I think women lawyers *are* advocates in their everyday lives, even if they don't intend to be or realize it in the moment. By being successful, happy, well-rounded individuals, women lawyers are proving that it can be done, and their success is its own form of advocacy for the policies that keep women making decisions in the workplace.

Mentoring is also an important form of advocacy. Finding those people who will not only guide you, but also sing your praises in rooms that you are *not* in is critical, and I intend to do that for the next generation of women lawyers. Also, for those of us not in a life position to advocate on a large scale, there are any number of community organizations doing so much good that need smart, opinionated women to help.

Women lawyers have a unique skillset that allows us to create real change in big and small ways. The power of women lawyers and organizations like NAWL give me hope that we can build a better world.

A final parting thought: what advice can you give to younger women attorneys?

Do not underestimate the importance of connecting with other women lawyers. It is so important to have people in your corner who understand the legal industry, what we do, and who can give you opportunities and guidance. Our profession has come a long way from when I started practicing almost 20 years ago. When women work together, we can make it even better.

**This feature is brought to you by
von Briesen & Roper, s.c.,
a proud Sustaining Sponsor of NAWL.**

Is It Better In-House?

The recent [NAWL Research Report "Is It Better In-House?"](#) provides a comprehensive analysis of women's experiences in in-house legal departments compared to traditional law firm environments. This report aims to address the long-standing question of whether in-house positions offer a better work environment for women lawyers.

Introduction

NAWL has been collecting data on the retention and promotion of women in law firms since 2005. Despite increased awareness of the challenges faced by women, law firms continue to struggle with promoting and retaining women, particularly in the highest ranks. This has led many to consider whether in-house positions might offer a better alternative. NAWL's most recent report targeted individual in-house counsel to compare their experiences with those in law firms.

Additionally, 57% of respondents noted that the number of hours worked was more manageable in-house, and 60% appreciated the lack of billable hours, a common stressor in law firms.

Flexibility and Autonomy

In-house roles were also found to provide greater flexibility and autonomy. About 75% of respondents reported having more flexibility regarding when and how they complete their work. Seventy-two percent noted greater flexibility in terms of where they work, such as remote or hybrid options. This flexibility is particularly valued by younger women, with 68% of women aged 38 and younger citing it as a benefit.

Key Findings

Work-Life Balance and Hours Worked

One of the most significant findings of the survey is that:

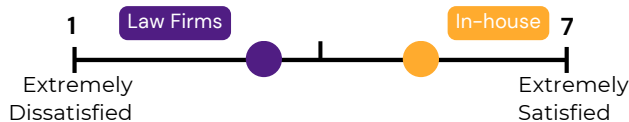
61% of respondents reported in-house positions generally offer better work-life balance compared to law firms.

Diversity, Equity, and Inclusion

The survey revealed mixed results regarding DEI efforts. While in-house departments were generally perceived as better than law firms in terms of DEI visibility, investment, and efficacy, a significant portion of respondents (at least one-third) felt that both settings were similar in their DEI efforts. This indicates that while in-house roles may offer some advantages, there is still considerable room for improvement in both environments.

Advancement Opportunities

Advancement opportunities were another critical area of comparison. Respondents reported slightly higher satisfaction with advancement opportunities in-house (average rating of 5.16 out of 7) compared to law firms (average rating of 3.41 out of 7).



However, the data also showed that 52% of respondents felt they would need to leave their current company to advance, indicating that while in-house roles may offer better opportunities, they are not without their challenges.

Compensation and Transparency

Contrary to expectations, compensation transparency was seen as better in law firms. While in-house roles often come with lower compensation, especially at senior levels, the transparency of compensation structures was a notable drawback for in-house positions. This was particularly true for women aged 39–57, with 65% citing lower compensation as a drawback of in-house roles.

Important Takeaways

In-House Roles Are Not a Universal Solution

The survey underscores that in-house roles are not a one-size-fits-all solution to the challenges faced by women in law firms. While they offer significant benefits in terms of work-life balance, flexibility, and autonomy, they also come with their own set of challenges, such as lower compensation and less transparency.

Need for Improved DEI Efforts

Both law firms and in-house departments need to improve their DEI efforts. The survey highlights that while in-house roles may be slightly better, there is still a significant need for more effective and visible DEI initiatives across the legal profession.

Importance of Flexibility and Support

The findings emphasize the importance of flexibility and support for the whole person, not just the attorney. Legal employers, whether in law firms or in-house departments, must respect that work is not all that people have on their plates. Providing flexibility in how and when work is done can promote a healthier work-life balance and increase overall job satisfaction.

Professional Development and Advancement

There is a clear need for more transparent and equitable advancement opportunities in both settings. Legal employers should support multiple paths for career advancement and success, recognizing that the traditional narrow path to success in law firms may not align with the ambitions of all attorneys.

Conclusion

The 2023 NAWL Research Report provides valuable insights into the experiences of women in in-house legal departments compared to law firms. While in-house roles offer several advantages, they are not without their challenges. The legal profession needs to learn from the strengths of both settings to create more supportive and inclusive environments for all attorneys. By fostering inclusion, offering flexibility, and investing in professional development, legal employers can better attract and retain diverse talent, ultimately benefiting the entire profession.

To read the full report, visit nawl.org/research

Research and report by **Destiny Peery**



Article Written By

Jess Atkinson

Projects Coordinator, NAWL

TANENBAUM KEALE LLP

CHAMPIONING DIVERSITY, EQUITY, AND INCLUSION

Less than a decade ago, an ambitious group of attorneys founded Tanenbaum Keale LLP with a clear vision for a litigation boutique dedicated to providing its clients with multidimensional solutions to meet their business and litigation needs and positive resolutions no matter the venue. This involved a commitment to the strength of the firm in the initial iteration while understanding the need to evolve to meet the changing landscape of the legal industry.

Tanenbaum Keale's attorneys have a proven and trusted reputation as national, regional and local counsel for clients of all sizes, from a variety of industries, in matters ranging from product liability and catastrophic injury, including those specifically related to the heavy equipment industry, to environmental and toxic tort litigation.

The culture at Tanenbaum Keale remains collegial and collaborative and geared toward mentoring and educational opportunities for all legal professionals, with an intentional focus on the development of a diverse group of future leaders ready to carry the founding mission forward. Notably, this includes a dedication to providing opportunities to attorneys regardless of gender, race, sexual orientation, or disability.

Tanenbaum Keale proudly supports the continued development and success of partners Marina McGuire and Pamela Kaplan and associate Josephine Reina—all three of whom play a prominent role in the work we do to live out our pledge to partner closely with clients to identify the issues that arise in today's litigious world and efficiently and effectively resolve those challenges.

Marina, Pamela, and Josephine are experienced and knowledgeable attorneys who are dedicated to serving our clients' most high-profile and challenging matters. Their respected standing at the firm would not be possible without the ongoing focus from leadership on seeking out quality candidates, identifying potential leaders, and nurturing their development.

"These three attorneys are dedicated advocates for our clients who not only excel in their own work but have a clear stake in helping colleagues with their careers," Tanenbaum Keale co-chair Jim Keale said. "This includes not only internal support among the group but reaching out into professional organizations to help develop the legal profession in broader ways at the local, regional, and national levels."

Jim added, "We formed Tanenbaum Keale to provide legal services from a platform that integrates decades of litigation management, resolution, trial, and appellate experience with cutting-edge technological tools that provide unique opportunities for collaboration and partnerships with our clients. We can't back up that ideal without being a diverse and inclusive firm."

To help improve representation for historically underrepresented demographics, Tanenbaum Keale attorneys have an established track record of seeking out active involvement with professional legal organizations like NAWL, Defense Research Institute (DRI), Product Liability Advisory Council, and the New Jersey Women Lawyers Association (NJWLA). We also have a proven history providing support to educational opportunities with NJ LEEP—a state organization working to close the educational equity gap by partnering with first-generation and low-income students to build life and career skills—and contributing to local arts and cultural organizations, making the communities we serve a better place to live and work.

In each instance, attorneys like Marina, Pamela, Josephine, and their colleagues advocate for the advancement of women and other minority stakeholders in the legal industry to achieve additional opportunities and the ability to carve out a path to leadership positions. When possible, this involves extra effort to volunteer time on committees and boards specifically dedicated to these causes.

"I've been fortunate to work with so many talented attorneys during my career who have provided support and mentorship to push me forward," said Marina, who has developed a prominent profile in handling all aspects of complex and high-stakes products liability and environmental and toxic tort litigation with a concentration on the defense of large companies, including pharmaceutical and medical device manufacturers, in both federal and state court. "I learned very early on that my involvements and activism cannot only help my career ambitions but also make an impact on other women attorneys at Tanenbaum Keale and beyond."

As an increasingly influential partner, Pamela continues to find time outside of her private practice to pursue these initiatives. She has been a member of DRI, the largest international membership organization of attorneys defending the interests of business and individuals in civil litigation, since 2015 and has served on various subgroups within the organization, including co-chairing the Substantive Law Liaison and Engagement Subcommittee and the Publications Subcommittee.

"I find my involvement with these different legal organizations incredibly rewarding because not only do I have an opportunity to help others, but I also benefit from networking and collaborating with colleagues who provide me with additional viewpoints and resources that have benefited my legal work," said Pamela, who works with clients in product liability and automotive matters in addition to mass torts with a focus on asbestos and environmental and toxic tort litigation.

These important efforts to promote the interests of attorneys with a clear stake in the success of Tanenbaum Keale help carry the firm into the future. From the beginning, the founders wanted to embrace the changes in the market and to provide a smaller, more personal legal platform that can react nimbly and quickly to client needs, including attorneys who best mirror the diversity of the business leaders the attorneys interact with daily.

The collaborative professional relationships between Marina, Pamela, and Josephine position the firm to recruit and retain high-level attorneys who share a belief in this critical mission.

"The opportunity to learn and grow with other female attorneys from a wide range of industries and practice groups has helped grow and strengthen my practice," said Josephine, another senior associate at the firm, who currently focuses her practice on developing and executing legal strategies to defend her clients in toxic tort and pharmaceutical and medical device litigation. *"I look forward to future opportunities where I can do the same for other aspiring attorneys and pay forward what has been given to me."* In addition to NAWL, Josephine is a member of the Women in Law Subcommittee of the New York State Bar Association and the NJWLA.

Tanenbaum Keale's demonstrated history of ensuring equitable opportunity to attorneys aligns with an overall mission to provide leadership, a collective voice, and essential resources to advance women in the legal profession and to advocate for the equality of women under the law. Marina, Pamela, and Josephine currently carry this intentional focus forward with a sense of obligation to make sure the firm continues to positively evolve in a manner that improves the broader legal industry.

**This feature is brought to you by Tanenbaum Keale LLP,
a proud Sustaining Sponsor of NAWL.**

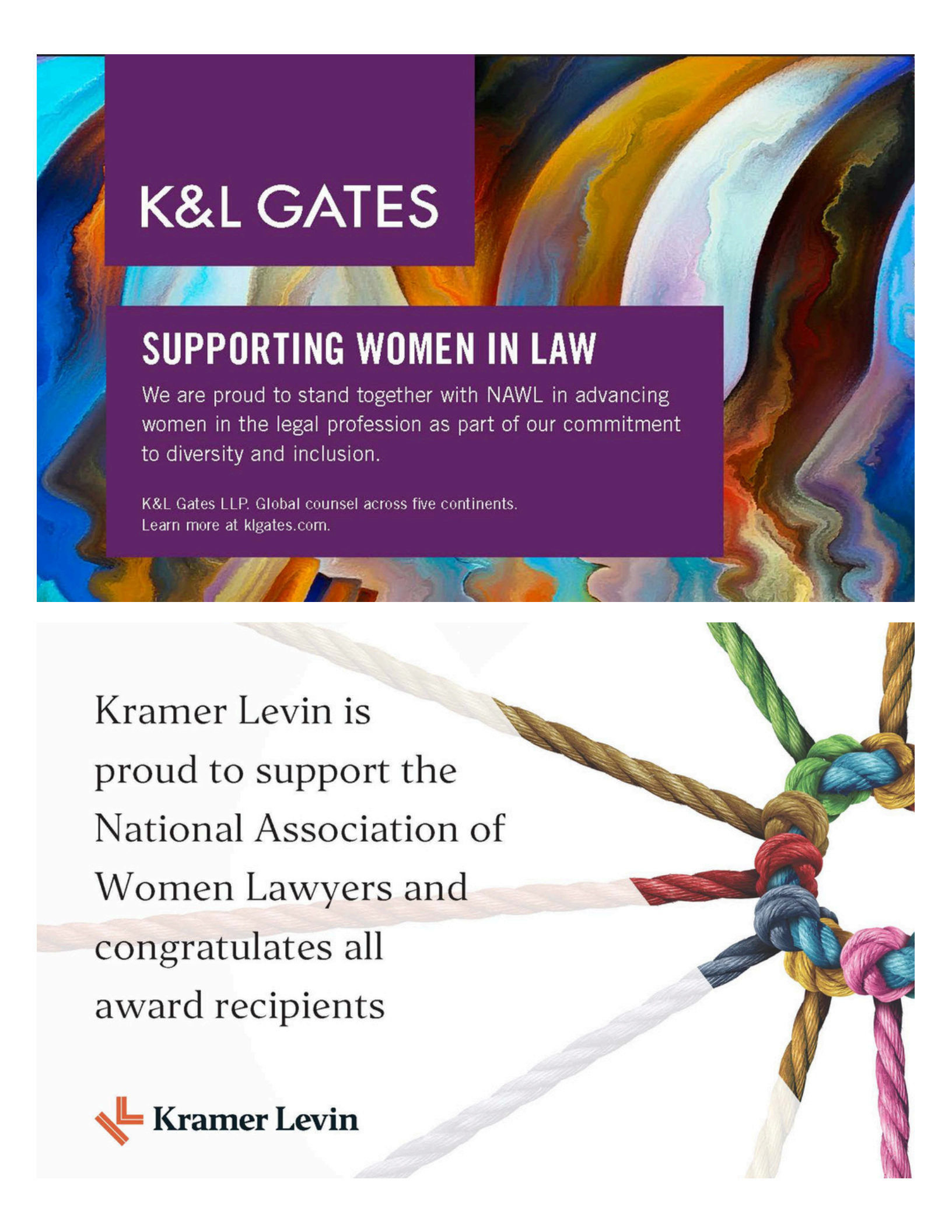


K&L GATES

SUPPORTING WOMEN IN LAW

We are proud to stand together with NAWL in advancing women in the legal profession as part of our commitment to diversity and inclusion.

K&L Gates LLP. Global counsel across five continents.
Learn more at klgates.com.



Kramer Levin is
proud to support the
National Association of
Women Lawyers and
congratulates all
award recipients



December 4, 2024

President Joseph R. Biden
The White House
1600 Pennsylvania Avenue, NW
Washington, DC 20500

Re: Certify the ERA Now!

Dear President Biden:

We are writing on behalf of Women Lawyers On Guard Action Network, Inc. and the National Association of Women Lawyers, two nationwide organizations that together represent the voice of hundreds of thousands of lawyers.

Women's rights are under attack in ways we have not seen in generations. Pregnancy in states with abortion bans has become a death sentence for some women and, with the criminalization of women's health care, more will die. Medical students and residents in states with abortion bans are not getting the training they need in order to give women the accepted standard of care, and "maternal health care deserts" are now a reality. Some in the GOP seek to erase more than 100 years of history. Some propose repealing the Nineteenth Amendment, which enshrined women's right to vote in the Constitution.

In this environment, the Equal Rights Amendment (ERA) is more important than ever.

The operative language in the ERA simply states:

Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex.

The ERA has now been ratified by the requisite 3/4 of the States required by the Constitution. We call upon you to complete the Constitutional process and instruct the Archivist of the United States to certify and publish the ERA now.

Generations of women (and men who support them) have fought for laws to allow women to have a job outside the home, own a home, obtain a loan or credit card, and get the health care they need. However, these laws at best are a patchwork which can be narrowed or even repealed. The President or the Executive Branch at the federal level and other governments (state, local) can refuse to enforce them. Congress can tell DC and the Territories what their laws on these issues should be. Courts can narrow them — or as with *Dobbs*, erase decades of freedom.

First proposed by Alice Paul in December 1923, the ERA was introduced in every session of Congress from 1923 through 1970, but was bottled up in Committee for decades, with

Committee Chairs refusing to bring it up for a vote. In 1970, Congresswoman Martha Griffiths (D., Mich.; 84th-93d Congresses; Chair, Ways & Means) filed a discharge petition which upon passage brought the ERA to the floor of the House of Representatives where it passed. Although the Senate failed to approve it that year, the next year bipartisan majorities in both Houses of Congress passed the Amendment overwhelmingly, far exceeding the 2/3 majority required in Article V of the U.S. Constitution.

Six states ratified the Amendment within six days of Congressional passage on March 22, 1972. By the end of 1973, 30 States had ratified it. By the end of 1977, 35 States had ratified the ERA, but then progress stalled. Decades later, with the momentum created by the Women's Marches and the #MeToo movement, Nevada and Illinois ratified; and on January 27, 2020, Virginia became the 38th State to ratify the ERA, reaching the 3/4 of the States required by the Constitution. As set forth in the Constitution, the ERA became part of the Constitution when Virginia ratified it in 2020. The Executive Branch has no role in the amendment process, as shown by a plain reading of Article V. The only remaining requirement necessary now to add the ERA to the Constitution – where it belongs – is publication and certification by the Archivist of the United States, as has been done with the other 27 Amendments to the Constitution.

We call on you in your remaining days in office to instruct the Archivist of the United States to certify and publish the ERA now. There is no reason that the Archivist has failed to take this ministerial step. Legislators in Congress have introduced resolutions recognizing that the ERA has been validly ratified, and it should be published and certified by the Archivist. In August 2024, the American Bar Association, the world's largest voluntary association of lawyers, adopted a policy supporting certification and formal addition of the ERA to the Constitution.

Contrary to its opponents' arguments, States cannot rescind their ratification of a Constitutional Amendment. The ratification process is silent on any right to rescind, and there is no such implied right in the text or case law. Even an "originalist" reading of the Constitution and its related history confirms this point. No less a commentator on the subject than James Madison himself, in a letter dated July 20, 1788 to Alexander Hamilton, declared that ratification is "in toto and forever."¹ Indeed, some States attempted to rescind their ratifications of the Fourteenth and Nineteenth Amendments, but neither Congress nor the Executive Branch recognized those attempts. Thus, assertions by States that they want to rescind their earlier ratifications of the ERA should not be allowed to hold up the addition of the ERA to the Constitution. As the text of the Constitution and legal scholars confirm, purported rescissions of votes ratifying the ERA are null and void.

In addition, the Constitution includes no provision requiring that ratifications be "contemporaneous" with each other, and any such provision purporting to impose such a time frame is superfluous. This is shown by the plain language of Article V which contains no such timing requirement. None is found in the text of the Amendment itself and so the 38 States that voted to ratify the ERA did not vote on any such timing requirement. Another Constitutional Amendment, which included no timing requirement, received its final ratification in 1992, more than 200 years after Congress first sent it to the States for ratification – in 1789. That Amendment, now the 27th Amendment, is nicknamed the "Madison Amendment," after

¹ <https://teachingamericanhistory.org/document/letter-to-alexander-hamilton-6>

Founding Father James Madison who first proposed it. The Amendment, which precludes a sitting Congress from voting on its own compensation, was ratified by six States between 1789 and 1791, but then sat dormant for almost *200 years* before States in the 1980s began once again to ratify it. The Archivist did not hesitate to publish and certify the Madison Amendment once it received ratification from the 38th State, thus confirming its rightful addition to the Constitution in 1992. The 48-year time period here for the ERA pales in comparison to the 203-year period between the first and last ratifications for the 27th Amendment.

Under the Constitution and relevant statute (1 U.S.C. § 106b), the Archivist should now publish and certify the ERA now. We ask that you call on the Archivist to complete that administrative task immediately, confirming the addition of the ERA to the Constitution as the 28th Amendment.

Respectfully,

Karen Richardson

Executive Director



Corrine P. Parver

President

Cory M. Amron

Vice President



SCARLETT CHASE®

Biomechanics and Performance Meet Luxury Fashion

Designed for Active Women, Scarlett Chase Offers NAWL Members an Opportunity

It is one thing to talk about features like 'comfort' and 'support', and another to invest in the quality construction and high-end materials required to deliver on them. Known for its 'sneaker inside' construction designed for active women; Scarlett Chase is dedicated to innovation. "As active, professional women on the go, we need a brand that understands the necessity to deliver on both supportive comfort and gorgeous silhouettes. We created Scarlett Chase to maximize the footwear experience of our VIP wearers, giving them the Beautiful Power™ they deserve" noted Sandra Powers Murphy, founder and career professional services consultant. As a NAWL member, enjoy 15% off your order with **SCNAWL25** now through 3.31.25.

An industry first, Scarlett Chase has married biomechanics with technical performance, all packaged in a beautiful line of women's luxury footwear handmade in Italy, Portugal and Spain. Each style is made for movement with patented components and head turning designs. While every shoe and wearer is different, Scarlett Chase sought to deliver on three key criteria that differentiate the brand and enhance the footwear experience:

1. Change the Pitch

Scarlett Chase's innovative design is structured to change the pitch of the foot in the shoe, elevating the forefoot and redistributing weight away from the ball of the foot so wearers can sit back into the shoe and minimize the vertical pitch variance from heel to toe generally associated with heels.

2. Cradle the Foot

Scarlett Chase shoes cradle wearers above the elements, providing an elevated forefoot platform, proprietary heel base, rebounding arch support, a rubberized sole for shock absorption and grip.



Plus, space for various widths and bunions, as highlighted in Dr. Tom Michaud's recent article on bunion prevention and treatment [here](#).

3. Give Beautiful Power

The gorgeous silhouettes and clean lines of the Scarlett Chase collection, whether you prefer an elevated flat or an Italian stretch suede high boot, are show-stopping. Each curated provides wearers with their own Beautiful Power™, no matter their heel height preference or style needs.

As a NAWL member, enjoy 15% off your order with SCNAWL25 now through 3.31.25:



A Day at the Supreme Court



In early October, NAWL members Mary Catherine Vergona and Mary Card Mina organized a field trip for 16 NAWL members to go to the United States Supreme Court on behalf of the Military & Government Services affinity group. Here's what they had to say about the memorable trip.

What inspired you to organize a field trip to the Supreme Court?

MCV: In May 2022, a draft Supreme Court opinion leaked. Marshal Gail Curley was tasked to investigate what happened, so she and the Supreme Court were in the news. I served with her in the Army when she was a Colonel. Marshal Curley retired from the Army in 2021 and became the 11th Marshal of the U.S. Supreme Court on June 21, 2021. In fact, she is only the second woman to serve as Marshal. At the same time, the Women in Military & Government Services Affinity Group was discussing potential programs to sponsor. After contacting the Supreme Court's Public Affairs Office, I was surprised to learn that it does not participate in educational or outreach programs. I later learned from a friend who works at the FBI that Marshal Curley sponsored Supreme Court tours. So, I reached out to Marion Zaczekiewicz, Marshal Curley's deputy, and asked if Marshal Curley would sponsor a Supreme Court tour for NAWL.

How did you prepare for the trip?

MCM: We viewed it as a mini event. We reviewed logistics of the long day, including handling food, attire, medical issues, and walked everyone through from start to finish. We made sure to mention and discuss every detail because, as attorneys especially, we like to know the details.

We recognized that people were making a financial investment in the tour, so we wanted to make sure that it was a well-run, professional experience and day.

MCV: We also knew that we were Marshal Curley's guests, so it was really important to provide details, especially to ease any anxiety. Mary did a fantastic job, as always.

What was the most memorable part of listening to the oral arguments?

MCV: I had previously been to the Supreme Court to hear arguments. It's always fascinating to hear the arguments firsthand, especially knowing that they may be talked about on the evening news. I was also very interested to hear what some of our members said at our luncheon afterwards. For example, they commented on the justices' collegiality, which it appeared they were not expecting. The justices were well read on the issues and asked thoughtful questions to get to the heart of the matter. In my opinion, it did not sound like their minds were already made up, which is exactly what you want in an oral argument. You want to convince the justices why they should rule in your favor if they're struggling with your argument. The justices seemed genuinely interested in the answers to their questions.

MCM: I agree. In another vein, it was memorable that the justices used modern, yet basic, examples. There was a reference to HelloFresh, so to hear those words echoed in the Supreme Court struck me as practical. Probably the most memorable takeaway for me was from the Solicitor General, Elizabeth Prelogar, who argued the case, which was about a ghost gun. She talked about how she had obtained one of the ghost gun kits and assembled it. That was an impressive learning lesson as a lawyer. The solicitor knew what she was talking about because she actually did it. She showed she was prepared.

Were there any unexpected moments or surprises during the trip?

MCV: What surprised me was what Mary just mentioned about the modern examples. You may think that the justices are going to use lofty language or examples that maybe not all of us understand, but they used very basic information to get the point across. For example, in the ghost gun argument, there was a discussion about a grocery list and whether a grocery list means you have a recipe. It was a lovely surprise to see that the justices could ask questions using basic examples and still get to the heart of the issue.

MCM: There was an unexpected moment with about five men who were sitting to our left in the courtroom. We were all there early. I assumed they were all attorneys with business before the court. However, after I and another NAWL member started to talk to them, we learned that they were there supporting their female spouses as they were sworn in to the court. They were as proud as can be. It wasn't as much a surprise, but an example of our own assumptions or biases. I loved how excited they were to support the women in their lives.

MCV: There was one woman attorney who sponsored her husband, son, and her daughter-in-law! I was impressed she was able to read the required blurb because I would have been crying. It was a nice reminder that members of the Supreme Court Bar can move for the admission of others into the bar.

Mary and I are members because of our duty positions while in the Army, so I really didn't think twice about it. During the trip, we learned that some of the NAWL members are not members of the Supreme Court Bar. So we are talking about visiting the Supreme Court again and sponsoring NAWL members' admission.

What were your personal highlights of the trip?

MCV: I was really excited to see the excitement on the members' faces as we sat in the first two rows of the courtroom. I've been there before, but to see the excitement of the members who accompanied us was truly a highlight for me. I also really enjoyed meeting and hearing from Marshal Curly after the argument. She described her position, including its challenges. I was shocked to find out that there are threats against her and some of her team members. I learned about the pressures that they are under in their positions.

MCM: I feel like I have sort of a fondness or a relationship with the Supreme Court. The first time I was there was when I was sworn in as a judge advocate. My mom was my guest when I was sworn in on the steps wearing my uniform, and I have this picture of it and I just remember it was such a proud moment. The second time I was there I was also in uniform to swear in members of my office, both military and civilian, when I was the leader of the legal office at Aberdeen, proving ground in Maryland. This third time, I got to go back with my dear friend Mary Catherine and a group of NAWL members, some of which I've known for a long time and some of which I'd just met. To have that experience is a celebration of the law and our profession.

Sometimes lawyers get a bad reputation or what we do is not considered to be uplifting. However, all my experiences at the Supreme Court have been uplifting. You feel how special it is, including meeting the gentlemen who were so proud of their female spouses and the families that are involved in the law. It's a celebration of law for me.

MCV: Similarly, when I was sworn in, my husband was a judge advocate as well, so he was there with me, as well as his mother and my parents. We have pictures in front of the Supreme Court too. It is always one of the places I want to take family members to see because it is a special place.

What do you hope the participants took away from this experience?

MCV: I certainly hope that they have the same warm feelings towards the Supreme Court as Mary and I expressed. I also hope they took away that the Court will do what it needs to do to follow the law.

MCM: We were fortunate to hear the cases that we did, especially the case on ghost guns, which is such a timely, relevant topic. The arguments, questions, and attentiveness were respectful.

The Supreme Court is often written about and politicized, so going to hear arguments can give you a different, more positive view. Maybe that's what we all took away.

I also hope that they now have 15 new friends to connect with! We are very fortunate to be in this profession so to see it in practice at our highest court is a cause for celebration.

What other groups or organizations do you think could benefit from this type of trip and what advice might you offer them for planning something similar?

MCV: Personally, I think every group would benefit from seeing the Supreme Court and leave with a very positive impression.

My planning advice would be to pay attention to detail and plan in advance. We knew where we needed to be, when we needed to be there, and when we would have pockets of time.

I was surprised that only a certain number of people are allowed to attend oral argument. The Supreme Court was not open and there were no visitors walking around. There may be limitations to your visit. We were able to spend more time there because of Marshal Curly and the guards who escorted us.

MCM: I think there are two ways to plan a trip. You can pick a date or a specific argument. If you pick a date, I recommend picking it sooner rather than later. It may be trickier to wait until a specific argument that is of interest to your affinity group because of coordinating the visit and getting seats, but there is definitely a benefit to hearing a relevant case.

From the organizational perspective, it is not really a large lift in order to make the visit happen, so I definitely would recommend it.



Interviewed By
Jess Atkinson
Projects Coordinator, NAWL

NAWL Events in 2025

MARCH 5-7, 2025 ✨ PALM SPRINGS

(UN)CONFERENCE

defying the (un)written rules

2025

ANNUAL MEETING

JULY 23-24 | CHICAGO, IL | HILTON CHICAGO



nawi NATIONAL
ASSOCIATION
of WOMEN
LAWYERS

nawi podcast
NATIONAL ASSOCIATION
of WOMEN LAWYERS

Tune in to listen to the NAWL Podcast
wherever you get your podcasts!



#GCI2025

GENERAL
COUNSEL
institute

OCTOBER 15 - 17, 2025
NEW YORK

New NAWL Board Members in 2025

Board members work to advance NAWL's mission to provide leadership, a collective voice, and essential resources to advance women in the legal profession and advocate for the equality of women under the law. This year, NAWL is thrilled to welcome NAWL's newest Board members: Belinda Macauley, Elizabeth Manno, Heather Bell, Sylvia James, and Vicky McPherson.



Belinda Macauley is the executive director of the Beverly Hills Bar Association (BHBA) and Bar Foundation (BHBF). Macauley joined BHBA in 2020 after more than two decades practicing law and serving in the senior management of national nonprofit organizations. She has overseen a significant increase in BHBA revenue, a full technology revamp, and more than 200% membership growth.



Elizabeth Manno is a Partner in the Denver office of Venable LLP. Her practice focuses on technology disputes, including patent infringement, licensing, and other IP litigation. Elizabeth represents leading companies in a variety of technology fields, including media streaming, semiconductors, GPS, wireless devices, internet-of-things, artificial intelligence, and medical devices. She also counsels companies on ways to maximize the benefits of their IP portfolios. Elizabeth's holistic approach provides a steady hand and sound advice at every phase of disputes. She provides pre-suit counseling to help achieve the clients' goals without litigation.

Elizabeth has published articles in *World IP Review*, *BNA-Bloomberg*, *Law360*, and *Inside Counsel*, among other publications. She is an active member of the National Association of Women Lawyers (NAWL) and recently chaired NAWL's Research Committee. She received the organization's Virginia S. Mueller Outstanding Member award in 2019.



Heather M. Bell is Associate General Counsel, Intel Products Legal, at Intel Corporation. Prior to joining Intel, Heather was previously Senior Corporate Counsel at Walmart, Inc. and practiced in the Rogers, Arkansas office of Mitchell, Williams, Selig, Gates & Woodyard, P.L.L.C. and the San Francisco office of Gibson, Dunn & Crutcher LLP.



Sylvia James is Chief Diversity & Inclusion Officer at Winston & Strawn LLP. Sylvia develops and implements an integrated, metrics-driven diversity and inclusion strategy to enhance the firm's diversity and inclusion programs, performance, and profile.

Sylvia collaborates with key stakeholders to develop and implement the firm's diversity and inclusion strategy and initiatives; works with the talent management team to enhance the hiring, advancement, retention, and promotion of diverse lawyers; serves as a liaison to clients and external organizations dedicated to fostering diversity in the legal profession; conducts diversity training; and advises on internal and external diversity-related communications.



Vicky McPherson is the General Counsel of Ligado Networks, a mobile communications company that operates a satellite network across North America. She has more than 25 years of experience practicing law in the private sector and in-house roles.

Ms. McPherson began her involvement with NAWL in 2015. Since then, she has served on a variety of planning committees for NAWL events, took the lead in forming a new Affinity Group and serving as co-chair, and received NAWL's "Virginia S. Mueller Outstanding Member" Award (2022).

LIFETIME *Members*

Becoming a Lifetime Member is an investment in NAWL and represents a continued commitment to the advancement of NAWL's mission.

Peggy Steif Abram
Nikki Adame-Winningham
DeAnna D. Allen
Carol Anderson
Avanti D. Bakane
Kristin L. Bauer
Gail McKnight Beckman
Patricia A. Bellasalma
Alexandra Bodnar
April Boyer
Kathleen Brundo
Paula Sammons Butler
Mary Card Mina
Jenny C. Champlin
Linda Chanow
Kelly A. Clark
Roxanne Conlin
Gee Cooper
Deneen Donnley
Roxanne Douglas
Margaret B. Drew
Paula T. Edgar
Hon. Anne L. Ellington
Hon. Gill S. Freeman

Peggy Golden
Katherine L. Hansen
Ashley Heidemann
Paula Hinton
Alexandra L. P. Larson
Veronica C. Leonard
Leslie A. Lewis
Danny Liu
Laura J. Maechtlen
Tamela M. Merriweather
Karen S. Morris
Peggy Nagae
Ellen A. Pansky
Jennifer Rosato Perea
Leslie Richards-Yellen
Gigi Rollini
Ramona E. Romero
Maritza "Ritz" S. Ryan
Zoe Sanders
Hon. Marie Garofalo Santagata
Stephanie A. Scharf
Joelle Schulze

Elizabeth Pagel Serebransky
Gina Shishima
Julia A. Simon
Selma Moidel Smith
Nicole M. Smithson
Catherine So
Kristin D. Sostowski
Eva M. Spahn
Carolyn L. Stapleton
Allison Stevenson
Stacie I. Strong
Courtney Worcester
Deborah K. Wright
Sandra Yamate
Margaret F. Young

*Thank
You*
FOR YOUR SUPPORT

2024 NAWL Sustaining Sponsors

Platinum

**Debevoise
& Plimpton**

PERKINS COIE
COUNSEL TO GREAT COMPANIES

Gold

Cooley LLP
Cozen O'Connor
Davis Polk
DLA Piper
Faegre Drinker Biddle & Reath LLP
Greenberg Traurig LLP
Intel

Microsoft
Ogletree Deakins
Paul, Weiss, Rifkind, Wharton & Garrison LLP
Seyfarth Shaw LLP
Sidley Austin LLP
USAA

Silver

Arnold & Porter Kaye Scholer LLP
Chick-fil-A
Dentons
Jackson Lewis PC

Katten Muchin Rosenman LLP
K&L Gates LLP
Kramer Levin Naftalis & Frankel LLP
Lynch Carpenter LLP

McDermott Will & Emery
Siemens
Troutman Pepper
Wachtell, Lipton, Rosen & Katz
Winston & Strawn LLP

Bronze

AbbVie Inc.
Allstate Insurance Company
AT&T
Barack Ferrazzano Kirschbaum & Nagelberg LLP
Berkley Select
Beveridge & Diamond PC
Boies Schiller Flexner LLP
Bradley Arant Boult Cummings LLP
Burr & Forman LLP
Butler Snow LLP
Comcast Corporation
Consolidated Edison Company of New York, Inc.
Covington & Burling LLP
Crowell & Moring LLP
Davis Wright Tremaine LLP
Dorsey & Whitney LLP
Duane Morris LLP
Fisher & Phillips LLP
Fish & Richardson P.C.
Foley Hoag LLP

Gibbons P.C.
Hanson Bridgett LLP
Haynes and Boone, LLP
Hinshaw & Culbertson LLP
Holland & Knight LLP
Honigman LLP
Hunton Andrews Kurth LLP
JAMS
Jenner & Block LLP
Kilpatrick Townsend & Stockton LLP
Kirkland & Ellis LLP
Kutak Rock LLP
Latham & Watkins LLP
Littler Mendelson P.C.
Loeb & Loeb LLP
Manatt, Phelps & Phillips, LLP
Mayer Brown
McCarter & English, LLP
McGuireWoods
Merchant & Gould P.C.

MG+M The Law Firm
Michael Best & Friedrich LLP
Milbank LLP
Norton Rose Fulbright US LLP
PayPal
Pfizer, Inc.
Phillips Murrah P.C.
Polsinelli PC
Potter Anderson & Corroon LLP
Redgrave LLP
Richards, Layton & Finger, P.A.
Ropes & Gray LLP
Saul Ewing LLP
Steptoe LLP
Thompson Coburn LLP
Venable LLP
von Briesen & Roper, s.c.
Wells Fargo
Wilson Turner Kosmo LLP
Zebra Technologies Corp.

Copper

Conn Maciel Carey LLP
Florida Government Law Partners, PLLC
Ice Miller LLP
NextPoint
Tanenbaum Keale LLP

This is the list of 2024 NAWL Sustaining
Sponsors as of **December 31 2024**.

NAWL Welcomes New Members

Membership in the National Association of Women Lawyers has many advantages, among them, opportunities for continuing legal education, a subscription to the *Women Lawyers Journal*, leadership development, and professional networking with other members. NAWL welcomes over eight hundred new members as of December 2024 who joined to take advantage of these and many other member benefits.

Roxanna Abdoli Latham & Watkins New York, NY	Anya Alesker National LGBTQ+ Bar Association Washington, D.C.	Amanda Arriaga Sperry Commercial – The Arriaga Group Austin, TX	Deborah Erin Bagwell Ogletree, Deakins, Nash, Smoak & Stewart, P.C. Greenville, SC	Honey Michelle Blakerman Fragomen, Del Rey, Bernsen & Loewy, LLP Wilmington, TX
Hadeel Abouhasira Holland & Knight LLP Nashville, TN	Deanna M Allen Northern Kentucky University, Chase College of Law Louisville, KY	Hera Arsen Ogletree, Deakins, Nash, Smoak & Stewart, P.C. Torrance, CA	Tara Bailes Venable LLP Denver, CO	Valerie Blevins Shook Hardy Bacon Kansas City, MO
Jessica Abrahams Faegre Drinker Biddle & Reath Washington, D.C.	Liz Allen Loeb & Loeb LLP Chicago, IL	Karen Artz Ash Katten Muchin Rosenman LLP New York, NY	Deborah Ellen Barnard Holland & Knight LLP Boston, MA	Taylor Blinebury Law Student Brooklyn, NY
Karen Abravanel Natura & Co. Rye Brook, NY	Teebah Alsaleh Microsoft	Alexandra Atencio Hanson Bridgett LLP Walnut Creek, CA	Dovrat Bashan Siemens Corporation New York, NY	Jessica R. Bloomfield Holland & Knight LLP Washington, D.C.
Adesola Adegbesan PECO Energy Company Philadelphia, PA	Natalia Alves Graton Latham & Watkins New York, NY	Lisa Karen Atkins Ogletree, Deakins, Nash, Smoak & Stewart, P.C. Birmingham, AL	Jessica Batey Winston & Strawn LLP Chicago, IL	Marcia Bobb Winston & Strawn LLP Houston, TX
Vanessa Adriance DLA Piper US Los Angeles, CA	Haania Amir Kirkland & Ellis LLP Gloucester, UK	Maya Atrakchi Jackson Lewis P.C.	Lauren Batterham Katten Muchin Rosenman LLP Chicago, IL	Jona Bocari Latham & Watkins
Linnea Agner von Briesen & Roper, s.c. Chicago, IL	Carly Antonioli Duane Morris LLP Brooklyn, NY	G. Carla Axelrod Wells Fargo Los Angeles, CA	Michaelle L. Baumert Jackson Lewis P.C. Omaha, NE	Jennifer A Bojorquez Troutman Pepper Hamilton Sanders LLP Irvine, CA
Hunter Ahern Shook Hardy Bacon Edmonds, WA	Alexandra C. Apple Troutman Pepper Hamilton Sanders LLP Atlanta, GA	Sarah Axtell Latham & Watkins Menlo Park, CA	Julianne Bayer Bradley Arant Boulton Cummings LLP Birmingham, AL	Darca Boom Ropes & Gray LLP Des Moines, IA
Dorri Akbari Latham & Watkins New York, NY	Laura E. Appleby Faegre Drinker Biddle & Reath New York, NY	Alison Leigh Ayrea Siemens Corporation Irving, TX	Heather Beale Cozen O'Connor Boca Raton, Florida, FL	Kim Boras Latham & Watkins Los Angeles, CA
Poornima Akella University of New Hampshire, Franklin Pierce School of Law Concord, NH	Kristine Argentine Seyfarth Shaw LLP Chicago, IL	Ara Ayvazian Shook Hardy Bacon Tampa, FL	Tatiana Becker Ropes & Gray LLP Boston, MA	Deena Bothello Oregon State Treasury Tigard, OR
Najla Al-Gadi Latham & Watkins	Gail Arkin Berkley Select Scotch Plains, NJ	Talia E. Azzaretto McCarter & English, LLP Boston, MA	Kelley M. Bender Chapman and Cutler LLP Chicago, IL	Nikki Bourassa Latham & Watkins
Tiffany Alberty Duane Morris LLP Chicago, IL	Julia Armendariz Panish Shea Ravipudi LLP Las Vegas, NV	Laura Bacon Bradley Arant Boulton Cummings LLP Washington, D.C.	Melissa Bernazzani Enterprise, AL	Isabella Boyd Penn State Law Raleigh, NC
Hilary Albrecht Latham & Watkins Chevy Chase, MD	Jennifer Chapman Arnold Jennifer Arnold Law P.C. San Diego, CA	Gabriella Badmus Latham & Watkins	Shivani Bhattiprolu NALSAR University of Law Hyderabad	Rachel L Bramblett Bradley Arant Boulton Cummings LLP Atlanta, GA
		Wassa Bagayoko Columbia Law School New York, NY	Cecilia Mary Bidwell Shook Hardy Bacon Tampa, FL	Melissa Brill Cozen O'Connor New York, NY

Beth Brinkmann Center for Reproductive Rights Takoma Park, MD	Sarah Beth Cain Bradley Arant Boult Cummings LLP Charlotte, NC	Christine F Chen Greenberg Traurig, LLP Boston, MA	Kalen Church Honigman LLP Chicago, IL	Katie Connolly Norton Rose Fulbright US LLP San Francisco, CA
Arianna Brooks Omaha, NE	Brianna Caldwell Butler Snow LLP Ridgeland, MS	Lori Chen Seyfarth Shaw LLP Washington, D.C.	Tessa L. Cierny Greenberg Traurig, LLP Atlanta, GA	Margaret Connor Duane Morris LLP Philadelphia, PA
Rheem Brooks Latham & Watkins New York, NY	Mackenzie Caldwell Latham & Watkins Houston, TX	Xinyun Chen Latham & Watkins Washington, D.C.	Samantha Jean Cioppa Latham & Watkins Austin, TX	Anne Conroy Ropes & Gray LLP New York, NY
Andrea Wahlquist Brown Paul, Weiss, Rifkind, Wharton & Garrison LLP New York, NY	Joan Camagong Shook Hardy Bacon Walnut Creek, CA	Calise Cheng Palo Alto, CA	Sarah Loren Clark Sarah Clark Baton Rouge, LA	Jennifer Contegiacomo QuisLex New York, NY
Elizabeth A. Brown Bradley Arant Boult Cummings LLP Washington, D.C.	Jama Cantrell Microsoft	Shannon Cheng Latham & Watkins Costa Mesa, CA	Molly O'Malley Clarke Latham & Watkins Los Angeles, CA	Jessica T. Cook Fisher & Phillips LLP Atlanta, GA
Morgan Elizabeth Brubaker Latham & Watkins Washington, D.C.	Aimee Canty Shook Hardy Bacon Tampa, FL	Wenh sien Cheng Kilpatrick Townsend & Stockton LLP New York, NY	Mandi Clay Three Thirteen Law, PLLC Plant City, FL	Kimberly B. Cook Shook Hardy Bacon Tampa, FL
Nicole Brunson A. O. Smith Mequon, WI	Sonja Carlson Microsoft Redmond, WA	Alyson Chensasky Office of Attorney General of Texas Cedar Park, TX	Laura Clementi IMS Legal Strategies Los Angeles, CA	Clare Cooke Lutherville, MD
Kathleen Buckley Greenberg Traurig LLP Washington, D.C.	Miranda Carnes Greenberg Traurig, LLP Washington, D.C.	Hannah Chi Latham & Watkins San Diego, CA	Stephanie Dawn Clouston Winston & Strawn LLP Dallas, TX	Gina Cora Davis Polk & Wardwell LLP New York, NY
Sue Bunnell Wells Fargo San Francisco, CA	Ashton Carrasco Floresville, TX	Chika Chimezie Ropes & Gray LLP New York, NY	Taylor Elizabeth Cobb TNG Consulting LLC. VA	Emma Corcoran DLA Piper US New York, NY
Sarah Burack Latham & Watkins New Rochelle, NY	Alexandria Casperson Michigan Department of Attorney General Detroit, MI	Maayan Elster Chinn Latham & Watkins	Tess Lin Cobrinik Latham & Watkins	Larisa Isabel Cordero Larisa Cordero San Juan, PR
Bree Ellen Burdick Greenberg Traurig, LLP Irvine, CA	Rebecca Cavin Microsoft Redmond, WA	Amy Y. Cho Shook Hardy Bacon Chicago, IL	Jennifer Cofer Ogletree, Deakins, Nash, Smoak & Stewart, P.C. Raleigh, NC	Rosa Maria Cordova University of Nevada, Las Vegas North Las Vegas, NV
Yvonne M Burgess Siemens Corporation Willsonville, OR	Kristen Centre Holland & Knight LLP Stamford, CT	Hanna Cho Cambridge, MA	Shannon Coffey Charlotte, NC	Amy Cortez Ogletree, Deakins, Nash, Smoak & Stewart, P.C. Chicago, IL
Lisa M. Burman Hinshaw & Culbertson LLP Chicago, IL	Lolly Cerda Shook Hardy Bacon Kansas City, MO	Julie Cho Allstate Chicago, IL	Maddie Coles Latham & Watkins Century City, CA	Janet Soave Coscino Ropes & Gray LLP Chicago, IL
Courtney Burress Shook Hardy Bacon Kansas City, MO	Janille Chambers Hinshaw & Culbertson LLP Long Beach, CA	Kathy Cho Microsoft Redmond, WA	Jennifer Gutai Comella Hand Arendall Harrison Sale Destin, FL	Crystal D Crawford Weingart Foundation Los Angeles, CA
Marie Josette Bush Allstate Northbrook, IL	Heather Chatterton Merchant & Gould P.C. Minneapolis, MN	Janet Choi Bank of America New York, NY	April C Connally Greenberg Traurig, LLP Denver, CO	Amber Crosby Latham & Watkins Houston, TX
Kathryn Bussey Wachtell, Lipton, Rosen & Katz New York, NY	Ashley Joyner Chavous Covington & Burling LLP Washington, D.C.	Edith Chow Latham & Watkins London, United Kingdom	Julie Wainrib Connelly Holland & Knight LLP Southborough, MA	Sherry Culver Currently Not Practicing Peekskill, NY
	Chen Chen Davis Polk & Wardwell LLP Washington, D.C.	Anna Ling Chu We the Action Millbrae, CA		

Amy Curran Chapman and Cutler LLP	Ellen Dew DLA Piper US Baltimore, MD	Emma Faircloth Duke Bradley Arant Boulton Cummings LLP Huntsville, AL	Camille Esnou New York, NY	Sarah Flanagan Intel Corporation Portland, OR
Kelli Curry Shook Hardy Bacon Kansas City, MT	Destinee Dickson UCLA Law Los Angeles, CA	Monica Dula The Legal Aid Society New York, NY	Nathalie Espinoza Sodexo West Covina, CA	Rita Florez The Florida Bar Sunny Isles Beach, FL
Meredith Cusick Latham & Watkins Pleasantville, NY	Sonica Dixon Taylor Law Group LLC New Rochelle, NY	Mary Jane Dumankaya Davis Polk & Wardwell LLP New York, NY	Jenny Evans Chick-fil-A, Inc. Atlanta, GA	Martina Ann Florido Shook Hardy Bacon Kansas City, MO
Stephanie Dang Latham & Watkins	Natasha Dobrott McDermott Will & Emery Boston, MA	Yelena Dunaevsky Woodruff Sawyer San Francisco, CA	Marina Evseeva Manchester, NH	Charelle Angel Fluker Shook Hardy Bacon Houston, TX
Hailey Daves University of Florida Gainesville, FL	Maureen Doerner Fogel Shook Hardy Bacon New York, NY	Kavya Rajasekar Dunn Latham & Watkins New York, NY	Fisayo Fadelu Meta Platforms Inc. Austin, TX	Shannon Footer Milbank LLP Newton Center, MA
Jamie Davidian Haynes and Boone, LLP New York, NY	Madeline Domenichella Cozen O'Connor Chicago, IL	Jeanmarie Dunn-Kane Riker Danzig Scherer Hyland & Perretti LLP Morristown, NJ	Aimee Fagan Sidley Austin LLP Dallas, TX	Emma Forberg National University of Ireland Galway Chicago, IL
Roger Davy Latham & Watkins	Sophia Julieta Dominguez-Heithoff Latham & Watkins Culver City, CA	Lorri Dunsmore Kirkland, WA	Ann D. Fairchild Siemens Corporation Washington, D.C.	Naomi Forbes Goldberg Kohn Chicago, IL
Alessia De Coppi Latham & Watkins MI	Lauren Donahue K&L Gates LLP Western Springs, IL	Kelly Dybala Sidley Austin LLP Dallas, TX	Amanda Fant Cooley LLP New York, NY	Gabrielle Jeanne Forte Latham & Watkins Menlo Park, CA
Marisa De Feo Saul Ewing LLP Wilmington, DE	Deneen L. Donnelly Consolidated Edison Company of New York, Inc. New York, NY	Emma Dyson Liberty University Forest, VA	Kristen Feldmar Fogelman Law Clinton, MA	Sophia Amy Fossali Latham & Watkins New York, NY
Leela Marques de Paula Brooklyn, NY	Brittany M. Doolittle K&L Gates LLP Charlotte, NC	Nicole Eatmon Jackson Lewis P.C. Chicago, IL	Lindsay S. Feuer McGuireWoods LLP New York, NY	Kristine Fowler Cirby Law Office of Kristine Fowler Cirby Larkspur, CA
Nevaeh Hope DeArmond Fort Wright, KY	Leah Dowd Ropes & Gray LLP Boston, MA	Caryn S. Eberhart Allstate Northbrook, IL	Magdalena Filipiuk Cozen O'Connor Washington, D.C.	Angie Franco DLA Piper US New York, NY
Bonnie Kerr DeCarlo Bradley Arant Boulton Cummings LLP Birmingham, AL	Marissa Dragoo Jackson Lewis P.C. Sacramento, CA	Mallory Edel Sidley Austin LLP Montclair, NJ	Emily Grace Finch Miami Law Pinecrest, FL	Michelle Francois Faegre Drinker Biddle & Reath Washington, D.C.
Scarlett Del Giudice Boyer	Molly Drescher Greenberg Traurig, LLP New York, NY	Kelly Egers Latham & Watkins New York, NY	Rebecca Finkel Manatt, Phelps & Phillips, LLP Chicago, IL	Lydia Franzek Latham & Watkins
Sunaina Deol Latham & Watkins	Suaany Duarte Marashlian and Donahue Arlington, VA	Kyla R Egizio University of Illinois, Chicago Chicago, IL	Lucie Fisher Bradley Arant Boulton Cummings LLP Tampa, FL	Britney Frates Faegre Drinker Biddle & Reath New York, NY
Justine DeSilva Latham & Watkins London	Lisa Elaine Dudgeon University of New Hampshire - Franklin Pierce School of Law Londonderry, NH	Jamie Eimbinder Latham & Watkins New York, NY	Kate Monroe FitzGerald Davis Polk & Wardwell LLP Washington, D.C.	Amandine Marie-Rose Fromont Beveridge & Diamond PC Boston, MA
Kimberly Desmarais Jones Day New York, NY		Avery Epstein Shook Hardy Bacon Chicago, IL	Alyssa P. Fixsen Ropes & Gray LLP	Grace Fu Nanit New York, NY
Adelaide K Determann Bradley Arant Boulton Cummings LLP Nashville, TN			Katie Flaherty J.Crew Group, Inc. New York, NY	
Britt DeVaney Redgrave LLP Chicago, IL				

Yingting Fu Latham & Watkins Boston, MA	Suzanne Danielle Giammalva Crowell & Moring LLP New York, NY	Gisette Taveras Goris Brooklyn Law School New York, NY	Reagan Haas Ropes & Gray LLP San Francisco, CA	Kim Hargrove Troutman Pepper Hamilton Sanders LLP Washington, D.C.
Kristina Funahashi Latham & Watkins Newport Beach, CA	Jordyn Giannone DLA Piper US New York, NY	Sarah Gospodarek Disability Rights Nebraska New York, NY	Morgan Hagenbuch Latham & Watkins New York, NY	Shelby Harmer William S. Boyd, School of Law Las Vegas, NV
Melissa Theresa Gaglia Greenberg Traurig, LLP New York, NY	Jenna Renae Giguere RI Department of Environmental Management Coventry, RI	Margaret Simpson Graham Latham & Watkins New York, NY	Alison Haggerty Latham & Watkins New York, NY	Sharae Harris Chick-fil-A, Inc. Atlanta, GA
Cate Galea Greenberg Traurig, LLP Elkins Park, PA	Mikaela Wynne Gilbert- Lurie Latham & Watkins Los Angeles, CA	Natasha Graham Milbank LLP New York, NY	Sarah Kate Hahn Liberty University School of Law Forest, VA	Lindsay Harrison Jenner & Block LLP Washington, D.C.
Samantha Galvin PayPal, Inc.	Murphy Olivia Glass Barack Ferrazzano Kirschbaum & Nagelberg LLP Chicago, IL	R. Jannell Granger Bradley Arant Boulton Cummings LLP Atlanta, GA	Lauyren Haight Microsoft Washington, D.C.	Shelby Harrison Latham & Watkins La Jolla, CA
Cheryl M Gandy DLA Piper US East Orange, NJ	Alana Rochell Glover John Hopkins University - Applied Physics Laboratory Laurel, MD	Lindsay Graves Bisnar Chase Personal Injury Attorneys, LLP Newport Beach, CA	Danit Halberstein Foley Hoag LLP New York, NY	Ashley Hatzenbihler Honigman LLP Chicago, IL
Neida G Garcia McNicholas & McNicholas LLP Los Angeles, CA	Katie Glynn Intel Corporation Washington, D.C.	Ingeuneal Gray American Arbitration Association Houston, TX	La'Dericka Hall Ropes & Gray LLP Boston, MA	Suzanne Elizabeth Hawkins Hawkins Legal Advisors PLLC Rye, NY
Kelly Garretson Seward & Kissel LLP New York, NY	Jasmine Grays Latham & Watkins Springfield Gardens, NY	Kiara Lyshell Green Chattanooga, TN	Leah S Hall University of Illinois Chicago School of Law Chicago, IL	Ashley B. Hayes Shook Hardy Bacon Washington, D.C.
Katrina Garry University of San Francisco	Rachel Goddard Cooley LLP Chicago, IL	Danielle Alexandra Greenberg Shook Hardy Bacon Miami, FL	Stacey Lyn Hall Latham & Watkins Houston, TX	Ashley P. Hayes Shook Hardy Bacon Tampa, FL
Sara Gates Dentons US LLP New York, NY	Jessica Chong Goebeler Cozen O'Connor West Conshohocken, PA	Hanna Zailyn Greenberg Georgia State Law Atlanta, GA	Erin Hallagan Latham & Watkins San Diego, CA	Dina Hayes Arnold & Porter Kaye Scholer LLP Chicago, IL
Khiana E. Gaulrapp Gibbons P.C. Newark, NJ	Sadie Goering Latham & Watkins	Monica Groat Latham & Watkins Washington, D.C.	Ruthanne C Hammett Thompson Coburn LLP Chicago, IL	Heather Haynes Latham & Watkins Austin, TX
Elisabeth Gavin Data Steward PLLC Mount Prospect, IL	Hannah Goff University of Oklahoma College of Law Newcastle, OK	Alejandra Guevara Brooklyn Law School Brooklyn, NY	Janice Han Loeb & Loeb LLP New York, NY	Abbey Hazlett Troutman Pepper Hamilton Sanders LLP Philadelphia, PA
Maren Geiger Cornell Law School Amherst, NY	Ingrid Golemi Thompson Coe Cousins & Irons, L.L.P. Little Neck, NY	Almitra Gupta Greenberg Traurig, LLP Jersey City, NJ	Lulu Han Latham & Watkins Hong Kong	Samantha Hechler DLA Piper US New York, NY
Nicole L Gentilella Jackson Lewis P.C. Denver, CO	Alexandra Gomez Latham & Watkins Chicago, IL	Adrienne Gurley Venable LLP Los Angeles, CA	Bernadette M Hanson Fabian May & Anderson PLLP Minneapolis, MN	Laura Hellwig-Rondeau Latham & Watkins Boston, MA
Laura Geraci Latham & Watkins	Bianca Marilyn Gomez UCLA School of Law Los Angeles, CA	Amy Guzman SOCi, Inc. Del Mar, CA	Lily Devi Hardiman Latham & Watkins London	Sierra Renee Helm Williams, Robinson, Rigler & Buschjost PC Rolla, MO
Kathryn Gettman Cozen O'Connor Minneapolis, MN	Carolina Gori Latham & Watkins London		Ashlee Harding Widener Commonwealth Law School Brooklyn, NY	
Lily Geyer Crowell & Moring LLP Washington, D.C.				

Pamela Susanne Helman Microsoft Redmond, WA	Amy Horn K&L Gates LLP Dallas, TX	Khaii Jack Las Vegas, NV	J. Simone Jones Sidley Austin LLP Chicago, IL	Alexandra Kaye Ropes & Gray LLP New York, NY
Beth Henderson Microsoft	Linda K. Horras Hinshaw & Culbertson LLP Chicago, IL	Dawn Jackson Bradley Arant Boult Cummings LLP Nashville, TN	Kim Jones Midrex Technologies, Inc. Charlotte, NC	Katie Kazem Cooley LLP Reston, VA
Orly Henry Littler Mendelson P.C. Chicago, IL	Sonali Howe Latham & Watkins	Rachel Jacob Jackson Lewis P.C. Jersey City, NJ	Jheris Jordan Jackson Lewis P.C. Austin, TX	Raquel Kellert Latham & Watkins New York, NY
Brianna Marie Herman Ogletree, Deakins, Nash, Smoak & Stewart, P.C. New Caney, TX	Raeli Howerton University of Missouri – Columbia School of Law Liberty, MO	Jara Jacobson Winston & Strawn LLP New York, NY	Katie Jorrie Davis Wright Tremaine LLP San Francisco, CA	Abigail Leanne Kellstedt Law Student Chicago, IL
Rocio Hernandez Duane Morris LLP Oakland, CA	Jennifer Howes Latham & Watkins San Diego, CA	Veena Jain Faegre Drinker Biddle & Reath Chicago, IL	Karly Jung Winston & Strawn LLP Chicago, IL	Catalina Kelly Greenberg Traurig, LLP Los Angeles, CA
Monica Lynn Hess Ogletree, Deakins, Nash, Smoak & Stewart, P.C. Atlanta, GA	Ruoshi Huang Latham & Watkins CA	Dominique James Latham & Watkins Los Angeles, CA	Michelle Kallen Jenner & Block LLP Washington, D.C.	Kay Kelly Brooklyn Law School Brooklyn, NY
Toni Y. Hickey Raleigh, NC	Shira Huberfeld Latham & Watkins Bronx, NY	Victoria Lee Janelle Western New England University School of Law Sandy Hook, CT	Cathy Ambersley Kamm Shook Hardy Bacon Tampa, FL	Ryan Kelly Berkley Select Chicago, IL
Vanessa Hillabrand Latham & Watkins NY	Rebecca Hudson Greenberg Traurig, LLP Denver, CO	Annette M. Jarvis Greenberg Traurig, LLP Denver, CO	Veronica Kampfe Barnes & Thornburg LLP Morristown, NJ	Kris Kenn Ropes & Gray LLP Chicago, IL
Selina Hinten-White World Wide Fund For Nature Olst	Caitlin Hull Dorsey & Whitney LLP Minneapolis, MN	Nida Javid Duane Morris LLP New York, NY	Marina Kananova DLA Piper US Sacramento, CA	Tara Kennedy Shook Hardy Bacon
Catherine Hoang Wachtell, Lipton, Rosen & Katz New York, NY	Rebecca Karen Hull Siemens Corporation Maitland, FL	Cori Nicole Jefferson Loc's Custom Design LLC Seneca, SC	Maris J. Kandestin McDermott Will & Emery Wilmington, DE	Tammi G Kenton Microsoft New York, NY
Micah L. Hobbs Shook Hardy Bacon Kansas City, MO	Rebekah Hunker AIG New York, NY	Jamison Blair Jenkins Brooklyn Law School Brooklyn, NY	Miriam Karam Crowell & Moring LLP London	Brooke Kerendian DLA Piper US Chicago, IL
Lillie Amilea Hobson Bradley Arant Boult Cummings LLP AL	Rachel Hannah Huskins Shields Legal Group Italy, TX	Tina Jensen Latham & Watkins Costa Mesa, CA	Erika Kargbo Davis Polk & Wardwell LLP New York, NY	Ashley Kessler Cozen O'Connor New York, NY
Erica Lauren Hogan Cadwalader, Wickersham & Taft LLP New York, NY	Safia Gray Hussain Loeb & Loeb LLP Los Angeles, CA	Chandler Johnson Latham & Watkins Houston, TX	Taylor Marie Kasinkas Cozen O'Connor Minneapolis, MN	Jamie L. Kessler Jackson Lewis P.C. Boston, MA
Phebe Jenny Hong Latham & Watkins Cambridge, MA	Gracie Hyland Faegre Drinker Biddle & Reath Minneapolis, MN	Nadine Johnson NYS Courts New York, NY	Andrianna Kastanek Jenner & Block LLP Chicago, IL	Bolorchimeg Khuyag Loyola University Chicago, IL
Jared Hooven Ogletree, Deakins, Nash, Smoak & Stewart, P.C. Atlanta, GA	Margaret Hynds Latham & Watkins Washington, D.C.	Heather Johnston Heather B Johnston Law Firm PLLC Austin, TX	Arshneel Kaur City of Boston East Boston, MA	Ji Won Kim Norton Rose Fulbright US LLP Los Angeles, CA
	Dainia Jabaji Winston & Strawn LLP Washington, D.C.	Chanelle Nicole Jones Latham & Watkins Silver Spring, MD	Shane Kawka Siemens Corporation Wayne, PA	Jihoo Kim Latham & Watkins Boston, MA

Michelle Jihae Kim Latham & Watkins Los Angeles, CA	Alexandra Krasovec Manatt, Phelps & Phillips, LLP Los Angeles, CA	Elizabeth Lange Faegre Drinker Biddle & Reath New York, NY	Stephanie Levine Wachtell, Lipton, Rosen & Katz New York, NY	Anna LLOYD Chicago Committee on Minorities in Large Law Firms Chicago, IL
Sarah F King Clifford Law Chicago, IL	Diana M. Krevor Venable LLP Baltimore, MD	Lisa LaPerle U.S. Coast Guard Alexandria, VA	Heather Levinsky Berkley Select Chicago, IL	Eliabeth C. Lobaugh Fisher & Phillips LLP Sacramento, CA
LaKisha M. Kinsey-Sallis Fisher & Phillips LLP Tampa, FL	Cassidy Rae Kuchipudi University of Florida Levin College of Law Gainesville, FL	Allison Lauterbach Dale Microsoft San Francisco, CA	John Lewis Shook Hardy Bacon	Sandra Loe Greenberg Traurig, LLP FL
Sydney Kirlan-Stout Latham & Watkins San Francisco, CA	Annabel Iris McAllister Kupke Latham & Watkins Boston, MA	Asia Lawson UFC	Kimberly Vivanese Lewis U-Niquik Wear Whiteville, NC	Lisa Lombardo Gibbons P.C. Newark, NJ
George Klidonas Latham & Watkins New York, NY	Rebecca R. Kuritzkes Blank Rome LLP Dallas, TX	Beverly R Lee USAA Fort Worth, TX	Kristen Lewis Merchant & Gould P.C. Minneapolis, MN	Laura Sofia Londono American University Washington, D.C.
Alicja Klosok Latham & Watkins	Kayleigh Kuyon Latham & Watkins Los Angeles, CA	Erin Lee Latham & Watkins San Francisco, CA	Emily Wenchun Li Intel Corporation Santa Clara, CA	Alina Long The Woodall Law Firm, PLLC TX
Francelina Perdomo Klukosky Saul Ewing LLP New York, NY	Hale Yazicioglu Lake Federal Home Loan Bank of Boston Melrose, MA	Jessmine Lee Latham & Watkins New York, NY	Xiaoqin Li Loeb & Loeb LLP Great Neck, NY	Aimee Nicole Lorencz St. Clair, MI
Beth Ann Gansen Knight Richards, Layton & Finger, P.A. Wilmington, DE	Katie LaKoma DLA Piper US Chicago, IL	Julia Lee Latham & Watkins San Francisco, CA	Xingyi Li Latham & Watkins Richmond, CA	Barbi McClennen Lorenz Littler Mendelson P.C. Dallas, TX
Katherine Ko Latham & Watkins New York, NY	T. Maria Lam Intel Corporation Palo Alto, CA	Keelia Lee Jackson Lewis P.C. Sacramento, CA	Xinying Li Northwestern University Chicago, IL	Hiba Loya Bellaire, TX
Hanna Kolberg von Briesen & Roper, s.c. Milwaukee, WI	Tammy Lam Greenberg Traurig, LLP New York, NY	Yoo Jin Lee Greenberg Traurig, LLP Brooklyn, NY	Cynthia Liao Jackson Lewis P.C.	Andrea Wang Lucan Sidley Austin LLP Los Angeles, CA
Oksana Koltko Rosaluk DLA Piper US Chicago, IL	Cristal R Lambert ETS Princeton, NJ	Yoon Kyung Lee Latham & Watkins San Francisco, CA	Patricia Licea Guerrero Latham & Watkins	Brenda Luo Milbank LLP New York, NY
Mandy Kondo Cooley LLP Palo Alto, CA	Caroline Lammon Latham & Watkins Washington, D.C.	Alana L Lefebvre Merchant & Gould P.C. Wheat Ridge, CO	Patricia Limón de Rodríguez South Texas College of Houston Houston, TX	Katherine Flora Luo Foley Hoag LLP Boston, MA
Kelly Kopyt Caputo Siemens Corporation Raleigh, NC	Robin Lampkin Ashland Inc New Albany, OH	Debra K. Lefler Katten Muchin Rosenman LLP Chicago, IL	Nan Lin Seton Hall University School of Law Newark, NJ	Dominique Luongo Latham & Watkins Washington, D.C.
Phyllis Korff Mayer Brown New York, NY	Lori Landew Audible Philadelphia, PA	Kayla Lemmon Nineveh IN	Morgan Therese Lingar Milbank LLP New York, NY	Carolyn Lye Ropes & Gray LLP Boston, MA
Mallory Korpalski Faegre Drinker Biddle & Reath New York, NY	Amanda Lang Latham & Watkins	Amy Rebecca Lemyre Intel Corporation Santa Rosa, CA	LeeAnn Marie Littlejohn Spencer Fane LLP Oklahoma City, OK	Eileen Lysaught Hanley, Flight & Zimmerman, LLC Chicago, IL
Jennifer Kraft Seyfarth Shaw LLP Chicago, IL	Jessica Lang Jackson Lewis P.C. Boston, MA	Gillian Lepore AbbVie Inc. North Chicago, IL	Han Liu Latham & Watkins Washington, D.C.	Charlotte Ma Latham & Watkins London
		Mariella Letman Latham & Watkins		

Julius C. Ma Latham & Watkins Long Island City, NY	Linda Malek Crowell & Moring LLP New York, NY	Danielle McCall Latham & Watkins Washington, D.C.	Sara Emmanuel Mendez Latham & Watkins Washington, D.C.	Joy Lyu Monahan AbbVie Inc. North Chicago, IL
Tricia Macaluso Seyfarth Shaw LLP Dallas, TX	Maeve Malik Hunton Andrews Kurth LLP New York, NY	Colman McCarthy Shook Hardy Bacon Kansas City, MO	Alicia M Menendez Shook Hardy Bacon Miami, FL	Gabriela Monasterio Richards, Layton & Finger, P.A. Wilmington, DE
Belinda Macauley Beverly Hills Bar Association Westlake Village, CA	Wame Pako Mandedu University of Botswana Palape	Grace Hazel McCarthy Latham & Watkins London	Angela Mercer K&L Gates LLP West Mifflin, PA	Taylor Paige Monnig Holland & Knight LLP Nashville, TN
Melanie MacBride The Chicago Bar Foundation Chicago, IL	Audrey Manito Shook Hardy Bacon	Delana Sands McFarlin Volkert, Inc. Ocala, FL	Madeline Merkle Latham & Watkins Washington. D.C.	Ashley Nicole Moore Greenberg Traurig, LLP Dallas, TX
Maggie MacCurdy Willkie Farr & Gallagher LLP Washington, D.C.	Danielle Manning Wells Fargo New York, NY	Molly K. McGinley Honigman LLP Chicago, IL	Chelsea Mesa Seyfarth Shaw LLP San Francisco, CA	Gemma Mootoo Rajah Latham & Watkins New York, NY
Katherine MacIlwaine Ogletree, Deakins, Nash, Smoak & Stewart, P.C. New York, NY	Stacy Marcus DLA Piper US New York, NY	Caroline McGlynn Booz Allen Hamilton McLean, VA	Mary Grace W. Metcalfe Troutman Pepper Hamilton Sanders LLP New York, NY	Eva T. Morales Polk County Attorney's Office West Des Moines, IA
Lauren Mack Law Office of Lauren Mack, P.C. Lombard, IL	Gabriella Marquez University of Wisconsin Law School Madison, WI	Jessica A.E. McKinney Shook Hardy Bacon Kansas City, MO	Kelly Depew Metz Holland & Knight LLP Austin, TX	Rosa Morales Crowell & Moring LLP New York, NY
Zoe Alexandra MacKeracher Toronto, ON	Bronwyn Maria Martin Moodie Mair Walker Toronto, ON	Shannon Eliazabeth McLaughlin Latham & Watkins Houston, TX	Jessica Meyers Microsoft	Elizabeth More Latham & Watkins Washington, D.C.
Kelsey Paige MacKinnon Latham & Watkins San Francisco, CA	Jeannie Allyson Martin BP Corporation North America Inc. Katy, TX	Julia Weber McQueen Latham & Watkins New York, NY	Tyear Middleton Queens County District Attorney's Office Coney Island, NY	Annette Moreno DLA Piper US Manvel, TX
Katia MacNeill Cooley LLP San Francisco, CA	Kate Martin Southwestern Law School Temecula, CA	Mairin McQueen Latham & Watkins Los Angeles, CA	Jessica Deborah Mikhailevich Brooklyn, NY	Aima Mori DLA Piper US Chicago, IL
William Joseph Madden Shook Hardy Bacon Kansas City, MO	Marlee Tomlinson Martin Bradley Arant Boulton Cummings LLP Birmingham, AL	Sulema Medrano Dentons US LLP Chicago, IL	Jeri Leigh Miller Sidley Austin LLP Duncanville, TX	Connie Morley Shelter Insurance Kansas City, MO
Morgan Maddoux Latham & Watkins Washington	Tory Ann Martin Shook Hardy Bacon Spring, TX	Avni Mehta Sidley Austin LLP Los Angeles, CA	April Miller Boise Intel Corporation Santa Clara, CA	Kristin Therese Moser University of Illinois Chicago School of Law Hinsdale, IL
Melissa Madsen Shook Hardy Bacon Miami, FL	William C Martucci Shook Hardy Bacon Washington, D.C.	Paroma Mehta DePaul University College of Law Chicago, IL	Manuela Minsel Latham & Watkins München	Katherine Moy Microsoft
Ana Maria Maganto Ramirez Loeb & Loeb LLP New York, NY	Sandra Susan Mathew Latham & Watkins Los Angeles, CA	Caitlin Meisenbach US EPA Estero, FL	Seema Misra Arch Insurance Jersey City, NJ	Marcia L. Mueller Hinshaw & Culbertson LLP Rockford, IL
Mary Maher Winston & Strawn LLP Evanston, IL	Kayla Matthews Latham & Watkins Los Angeles, CA	Madison Meissel Galiher DeRobertis and Waxman Honolulu, HI	Laura A. Mitchell Jackson Lewis P.C. Denver, CO	Tanisha Mugwimi Latham & Watkins
Signa Mahung Latham & Watkins Washington, D.C.	Mehreen Mazhar Jackson Lewis P.C. Dallas, TX	Caitlin Melchior Paul, Weiss, Rifkind, Wharton & Garrison LLP New York, NY	Madison Mitchell UC Davis School of Law Davis, CA	Elisabeth Muirhead Merchant & Gould P.C. Bloomington, MN
	Lauren Marie McBrearty Latham & Watkins New York, NY		Tiffany Mitchell University of Wisconsin Law School Madison, WI	

Stephanie Mulcahy Hinshaw & Culbertson LLP Chicago, IL	Pamela Wei Jing Ng Latham & Watkins London	Lauren Ogle Thompson Coe New York, NY	Rebecca Pecora Latham & Watkins New York, NY	Cheryl Pinarchick Fisher & Phillips LLP Boston, MA
Nicole Mule Littler Mendelson P.C. New Haven, CT	Erin Kepler Nord Microsoft Redmond, WA	Oluwademilade Ogunlade Texas Southern University Houston, TX	Analyse Guadalupe Pena Elisabeth Haub School of Law at Pace University Hammond, IN	Srikeerti Pingle Quinnipiac University School of Law West Hartford, CT
Edith Sarai V. Munoz UIC LAW West Chicago, IL	Micaylee A. Noreen McGuireWoods LLP San Francisco, CA	Signe Olsson Latham & Watkins London	Erica Pena Latham & Watkins Los Angeles, CA	Raqiyyah Pippins Arnold & Porter Kaye Scholer LLP Washington, D.C.
Jill M. Munson Hinshaw & Culbertson LLP Milwaukee, WI	Amanda Norman Bradley Arant Boulton Cummings LLP Arlington, VA	Caroline O Omotayo Latham & Watkins San Francisco, CA	Cheyenne Jane Pence Law Student Chula Vista, CA	Nicole Reeves Piskuric Shepherd Elder Law Group, LLC Overland Park, KS
Ashelin Myus Greenberg Traurig, LLP Miami, FL	Asia J. Norton Gibbons P.C. Newark, NJ	Diana Onyejiaka Alternative Care of Tennessee, Inc. Antioch, TN	Marion Penloup Latham & Watkins Paris	Hayley Pizzey Latham & Watkins London
Chandana N Simpliv Fremont, CA	Lauren Norvell Latham & Watkins San Diego, CA	Motolani Oyedele Pfizer, Inc. Coopersburg, PA	Rodney L Pepe-Souvenir NYC Board of Election Brooklyn, NY	Christine Nerima Plagmeijer Greenberg Traurig, LLP New York, NY
Camille N'Diaye-Muller Latham & Watkins	Sumaya Noush McDermott Will & Emery Chicago, IL	Caitlin Oyler Cozen O'Connor Eagle Rock, CA	Penelope B Perez-Kelly Siemens Corporation	Sarah Rubenstein Polak Loeb & Loeb LLP New York, NY
Jessica L. Naegely Thompson, Coe, Cousins & Irons New York, NY	Moya Novella IBM Amityville, NY	Connie Pak Loeb & Loeb LLP Los Angeles, CA	Denise Fontenot Perkins Southern University Law School Lafayette, LA	Sonja R. Pollack Latham & Watkins Franklin, NY
Christine Nam Latham & Watkins Weehawken, NJ	Catherine O'Brien Katten Muchin Rosenman LLP Chicago, IL	Kate Panitz Linden, NJ	Elizabeth A. Peter Cozen O'Connor Philadelphia, PA	Elizabeth Porfido Pfizer, Inc.
Kathleen Dillon Narko Northwestern University Pritzker School of Law Chicago, IL	Rachel O'Brien Ropes & Gray LLP Washington, D.C.	Amy Pannoni Microsoft Redmond, WA	Alanna Peterson National Network of Abortion Funds Beaverton, OR	Katherine Porter Law Office of Katherine Porter Yorba Linda, CA
Mahika Narula Latham & Watkins Falls Church, VA	Delaney O'Neill Shook Hardy Bacon Miami, FL	Francesca Parisini Latham & Watkins Milan	Angela Petkovic Greenberg Traurig, LLP Chicago, IL	Madison Grace Porth Bradley Arant Boulton Cummings LLP Nashville, TN
Alexandra Marie Nasca University of Illinois Chicago School of Law Chicago, IL	Shiv O'Neill Elanco Indianapolis, IN	Shelby Elise Parks Bradley Arant Boulton Cummings LLP Brandon, MS	Claudia Petrache AbbVie Inc. Bucharest	Angelika Pouliezios Kirkland & Ellis LLP Chicago, IL
Emily D Nasir Greenberg Traurig, LLP Houston, TX	Kerry O'Sullivan Flint Cooper, LLC Edwardsville, IL	Evan Parness Covington & Burling LLP New York, NY	Elizabeth Thea Petras Bradley Arant Boulton Cummings LLP Nashville, NY	Paige Pratter Microsoft
Kristen N. Nelson von Briesen & Roper, s.c. Milwaukee, WI	Margaret O'Sullivan Ropes & Gray LLP Brentwood, TN	Avani Patel Administrative Office of Illinois Courts Bloomington, IL	McCray Pettway Expeditors International of Washington, Inc. Atlanta, GA	Stephanie Prevost Lehigh University Breinigsville, PA
Laurie C Nelson Ropes & Gray LLP New York, NY	Elisabeth O'Neill Loeb & Loeb LLP Chicago, IL	Ashlyn Payne Bradley Arant Boulton Cummings LLP Birmingham, AL	Melissa Phan Intel Corporation Santa Clara, CA	Rachel T. Provencher Holland & Knight LLP Washington, D.C.
Molly Elizabeth Nelson Latham & Watkins Dallas, TX	Abosede Odunsi von Briesen & Roper, s.c. Chicago, IL		Laura Pierson-Scheinberg Jackson Lewis P.C. Orinda, CA	Gianna Maria Puccinelli Cozen O'Connor Washington, D.C.
Qiusi Newcom Microsoft San Francisco, CA	Janna Offenberger Georgetown Law			

Jessica Purohit Latham & Watkins Morton Grove, IL	Edward Reynolds Latham & Watkins Boston, MA	Renai Rodney Ropes & Gray LLP Chicago, IL	Moulakshi Roychowdhury AbbVie Inc. East Brunswick, NJ	Kathryn Sarkesian Latham & Watkins New York, NY
Anastasia Pyrinis Latham & Watkins San Diego, CA	Lauren Reynolds Shook Hardy Bacon Kansas City, MO	Sarah Rodrigue Latham & Watkins Houston, TX	Arianna Rubalcava UC Berkeley School of Law Granada Hills, CA	Paulette S. Sarp Hinshaw & Culbertson LLP Minneapolis, MN
Jenna Marie Rackerby Greenberg Traurig, LLP New York, NY	Rich Reynolds Latham & Watkins	Alisson Rodriguez UNLV William S. Boyd School of Law Newhall, CA	Alexa Gail Rubenstein Milbank LLP New York, NY	Sonia Elizabeth Saucedo Cook County Bureau of Finance Chicago, IL
Jessie Rao Latham & Watkins London	Chyanne Latrice Rhodes Rutgers Law School Pennsauken, NJ	Destiny Rodriguez Thurgood Marshall School of Law Houston , TX	Kayla Alexis Rubin Cozen O'Connor Philadelphia, PA	Jenny Saufley Milbank LLP New York, NY
Rachel Elizabeth Ratcliffe Payne Latham & Watkins Austin	Jamie R. Rich Seyfarth Shaw LLP San Francisco, CA	Elena Rodriguez Greenberg Traurig, LLP San Anselmo, CA	Hannah Ryan Richards, Layton & Finger, P.A. Wilmington , DE	Kathryn Schababerle Greenberg Traurig, LLP Nokesville, VA
Esther Raty Greenberg Traurig, LLP Minneapolis, MN	Briana Ricks Baton Rouge, LA	Valeria Rodriguez Coral Gables, FL	Megan Ryan Nassau Health Care Corporation Merrick, NY	Mellissa A. Schafer Hinshaw & Culbertson LLP Los Angeles, CA
Jessica Reece Ropes & Gray LLP Boston, MA	Lori-Ann Ridley Shook Hardy Bacon Miramar, FL	Ellen Roesly Siemens Corporation Exton, PA	Ozoda Saburi Armstrong Teasdale Columbia, MO	Bibiana B. Schindler Shook Hardy Bacon Houston, TX
Natasha Reed Foley Hoag LLP New York, NY	Caren Ries Champion Homes, Inc. Troy, MI	Katherine Rogers Ropes & Gray LLP Chicago, IL	Marlee Sacks Bradley Arant Boulton Cummings LLP Nashville, TN	Elizabeth Schluter University of Illinois College of Law Saint Joseph, IL
Tiarra Reed Greenberg Traurig, LLP Phoenix, AZ	Meghan E. Riley Verizon Glen Ellyn, IL	Katherine Roglieri Brooklyn Law School Brooklyn, NY	Cristianna M Salarpi Greenberg Traurig, LLP Campbell, CA	Abigail Schmadeke Ogletree, Deakins, Nash, Smoak & Stewart, P.C. Atlanta, GA
Justyna Regan Hinshaw & Culbertson LLP Chicago, IL	Deborah Rimmmler Sigma7 Lenox, MA	Stephanie Rojo Thompson Coe Austin, TX	Karina M. Salazar Jackson Lewis P.C. Chicago, IL	Shannon Marie Schoultz Shook Hardy Bacon Atlanta, GA
Kim Reich Katten Muchin Rosenman LLP Chicago, IL	Kim D. Ringler The Ringler Law Firm Waldwick, NJ	Alexa K. Rollins Katten Muchin Rosenman LLP Chicago, IL	Tatiana Sallins Washington, D.C.	Tayah Schuette Holland & Knight LLP Chicago, IL
Madison Paige Reimueller Wayne State University Law School Detroit, MI	Lauren Carole Ritter NYC, NY	Stephanie Roman Cozen O'Connor Miami, FL	Roya Samarghandi Chicago Bar Foundation Chicago, IL	Cassandra Schupeck Latham & Watkins
Payton Reisinger Latham & Watkins Boston, MA	Manahil Rizwan University of San Francisco South San Francisco, CA	Mary Loretta Rosado Bradley Arant Boulton Cummings LLP Weeki Wachee, FL	Rachel Samuels Latham & Watkins Newton, MA	Marianna C Seal Westland, MI
Meredith Renquin Cozen O'Connor New York, NY	Adrianna Robakowski Latham & Watkins Costa Mesa, CA	Lauren Roseman Fisher & Phillips LLP Irvine, CA	Hannah Sanchez Shook Hardy Bacon Overland Park, KS	Stephanie M. Selman MG+M The Law Firm Miami, FL
Isabell Rosa Retamoza University of Illinois Chicago School of Law Chicago, IL	Caitlin Christy Robb Shook Hardy Bacon Kansas City, MO	Kaylee Roberts Bradley Arant Boulton Cummings LLP Atlanta, GA	Christina Sanfelippo Cozen O'Connor Chicago, IL	Rachel Seshan Public Utility Commission Austin, TX
Trinidad Reyes Ropes & Gray LLP New York, NY	Ashley Lynne Robson Latham & Watkins Singapore	Emily Paige Ross Wachtell, Lipton, Rosen & Katz Brooklyn, NY	Madison Santana Holland & Knight LLP Nashville, TN	Megan Shaked Conn Maciel Carey LLP San Francisco, CA
		Maria R Rossi Seyfarth Shaw LLP Chicago, IL	Aisha Sanwal San Francisco, CA	

Roma Sharma Crowell & Moring LLP Washington, D.C.	Deanne Lynn Bonner Simpson RCR Veterans Law, PLLC Brighton, MI	Deborah Sorell Stehr Deborah S. Stehr PLLC Montclair, NJ	David Suroff Shook Hardy Bacon Kansas City, MO	Karina Thomas Ropes & Gray LLP Alexandria, VA
Dena Shata Wachtell, Lipton, Rosen & Katz New York, NY	Jonak Singh Kramer Levin Naftalis & Frankel LLP New Hyde Park, NY	Lara Stelmach Latham & Watkins Frankfurt am Main	Susan B. Sutherland U.S. Department of Defense Washington, D.C.	Natilie Thomas Microsoft New York, NY
Roza Sheffield Holland & Knight LLP Tysons, VA	Rebecca Elizabeth Singh Manhattan District Attorney's Office New York, NY	Jessica Stephan Bradley Arant Boulton Cummings LLP Atlanta, GA	Anna Sutti Wells Fargo Chicago, IL	Selina Thomas American Bar Association Chicago, IL
Kari Beth Sheinfeld JP Morgan Chase & Co. Glenview, IL	Hilary Ruth Sledge-Sarnoff Greenberg Traurig, LLP Los Angeles, CA	Erica Stern Loeb & Loeb LLP Chicago, IL	Sheela Sybblis Boehringer Ingelheim South Orange, NJ	Stephanie Thomas Debevoise & Plimpton LLP New York, NY
Erin Audrey Shields Loeb & Loeb LLP Los Angeles, CA	Eleanor Slota Jenner & Block LLP Washington, D.C.	Shanon R. Stevenson Fisher & Phillips LLP Atlanta, GA	Samira Syeda Ludwig Kilpatrick Townsend & Stockton LLP Chicago, IL	Tiaq Thomas Latham & Watkins New York, NY
Shannon Shin Dentons US LLP Chicago, IL	Hope C Smalls William Howard Taft Summerville, SC	Shayla Nicole Stevenson State of Texas Marshall, TX	Joanna Sztandur Leader Development Consultancy Washington, D.C.	Annolee Nicole Thompson The University of Tulsa College of Law Tulsa, OK
Bryna Shmerling DLA Piper US New York, NY	Mary Philbrook Snyder Wilson Turner Kosmo LLP San Diego, CA	Courtney Stieber Seyfarth Shaw LLP New York, NY	Emily Taetzsch Greenberg Traurig, LLP Chicago, IL	Aysa Jade Thompson Ropes & Gray LLP Washington, D.C.
Maryam Shokry Jackson Lewis P.C. Greenville, SC	Mariam Sokhadze DLA Piper US Brooklyn, NY	Amanda Stockard Loyola Law School Prosper, TX	Alison Talbott Shook Hardy Bacon Kansas City, MO	Anne Nicole Thorson Latham & Watkins Los Angeles, CA
Sadie Shourd Bradley Arant Boulton Cummings LLP Nashville, TN	Alexa Lee Solimano Latham & Watkins San Francisco, CA	Katie Stonich University of Illinois Chicago School of Law Glen Ellyn, IL	Grace Tang Latham & Watkins Arlington, VA	Britta Todd Shook Hardy Bacon San Angelo, TX
Anna Maria Sienica McGuireWoods LLP Pittsburgh, PA	Stephanie L Solis-Kepes Cardozo School of Law Norwalk, CT	Paige Stradley Merchant & Gould P.C. Minneapolis, MN	Delia Tasky Latham & Watkins Washington, D.C.	Barbara Tolbert Venable LLP
Shazia Siddiqui Winston & Strawn LLP Chicago, IL	Beth Solomon Jane Freedman Law Glencoe, IL	Shawna Strecker Latham & Watkins Irvine, CA	Carol Tate Intel Corporation Santa Clara, CA	Maggie Spencer Toms Ropes & Gray LLP New York, NY
Judith Shophet Sidkoff Dentons US LLP Los Angeles, CA	Rachel Bevans Solomon Cozen O'Connor New York, NY	Dana Strueby Shook Hardy Bacon Kansas City, MO	Alexandra Taylor King of Prussia, PA	Thanh Tam Ton University of Washington of St. Louis School of Law Arcadia, CA
Susan Sieh-Raffman Microsoft Redmond, WA	Calla Mears Sosnoff Shook Hardy Bacon Kansas City, MO	Keerthika Subramanian Winston & Strawn LLP Chicago, IL	Donaldine Temple New York, NY	Roisin Tooher Latham & Watkins London
Letitia Silas Conn Maciel Carey LLP Washington, D.C.	Anna Spence DLA Piper US Raleigh, NC	Anna Sucin Cozen O'Connor Washington, D.C.	Britt Teply Carlson Wells Fargo Des Moines, IA	Lilianna Townsend Potter Anderson & Corroon LLP Wilmington, DE
Katherine Silins Dalhousie University Halifax, NS	Taylor Stamps University of Illinois Chicago School of Law Chicago, IL	Elizabeth Sun Ropes & Gray LLP Queens, NY	Reeya Thakrar Faegre Drinker Biddle & Reath Chicago, IL	Sarah Tremer Polsinelli PC Los Angeles, CA
Charlotte Simpson Latham & Watkins London	Andrea J Steele Shook Hardy Bacon Kansas City, MO	Laura Supple Holland & Knight LLP Mc Lean, VA	Geeta Oberoi Tholan Pfizer, Inc. Potomac, MD	Taylor Trimble American University Washington College of Law Washington, D.C.

Rachel Tritter Ropes & Gray LLP Boston, MA	Tagen Vaughn Sargento Foods Inc. Kohler, WI	Allison Wang University of San Francisco School of Law San Francisco, CA	Kira Jane Widran American University Washington College of Law Northridge, CA	Patricia Wood New York University School of Law New York, NY
Christina Troisi Ropes & Gray LLP Boston, MA	Mary Catherine Vergona U.S. Army	Lauren Watson Ogletree, Deakins, Nash, Smoak & Stewart, P.C. Raleigh, NC	Hannah Elizabeth Williams Ongaro and Sons Santa Rosa, CA	Michayla Irene Woodward Shook Hardy Bacon Beverly, MA
Helena G Tseregounis Latham & Watkins Los Angeles, CA	Mistee R. Verhulp Cozen O'Connor Seattle, WA	Taylor Weber UBS New York, NY	Lauren Williams SWMW Law St. Louis, MO	Joanna Wright Jenner & Block LLP New York, NY
Victoria Turner Wachtell, Lipton, Rosen & Katz	Caroline Vernet Leduc Wachtell, Lipton, Rosen & Katz New York, NY	Jaime Michelle Weida Bradley Arant Boulton Cummings LLP Pearland, TX	Renada M. Williams Kenneth Cole Productions Union, NJ	Kinga Wright Latham & Watkins
Christina Tusan Hammond Law La Crescenta, CA	Margaret Caroline Vijayan NYS Office for People With Developmental Disabilities Delmar, NY	Kash Weir Baton Rouge, LA	Skylar Williams Bradley Arant Boulton Cummings LLP Atlanta, GA	Virginia Wright Bradley Arant Boulton Cummings LLP Birmingham, AL
Sophia Adele Tuszyński Stetson University College of Law St Petersburg, FL	Katherine Villanueva Faegre Drinker Biddle & Reath Philadelphia, PA	Noreen Weiss Gunnercooke UK LLP Brooklyn, NY	Nichole S Williams-Miller Accenture LLP Fairfax, VA	Cara Wulf McCarter & English, LLP Washington, D.C.
Debbie Tyler Sharp Electronics Teaneck, NJ	Madison Villarreal Latham & Watkins Los Angeles, CA	Jesse Weisshaar Shook Hardy Bacon Falmouth	Lindsey Sciacavico Williamson Holland & Knight LLP Smyrna, GA	Linda Valencia Xu Latham & Watkins New York, NY
Charlotte Udipi Bradley Arant Boulton Cummings LLP Homewood, AL	Donna Vobornik Dentons US LLP Chicago, IL	Meghan Welch Berkley Select Chicago, IL	Rachael S. Williamson- Becker Purdue University/ Oakland University Shelby Township, MI	Cynthia Yang Latham & Watkins New York, NY
Megan V. Unger Beveridge & Diamond PC San Francisco, CA	Heidi L Vogt von Briesen & Roper, s.c. Milwaukee, WI	Sue Werstak Shook Hardy Bacon Saint Louis, MO		Heream Yang Latham & Watkins New York, NY
Leonela Vaccaro Padron Venable LLP Miami, FL	Kathy Waithe Touro Law School	Tiffany Weston Latham & Watkins Alexandria, VA	Catherine Grace Moir Willis Latham & Watkins New York, NY	Jenny R. Yang White House Domestic Policy Council Washington, D.C.
Amulya Vadapalli Latham & Watkins Washington, D.C.	Vivian Walbrun University of Illinois Chicago School of Law Oak Park, IL	Lesley Whitcomb Fierst Capital One	Mary G Wilson Dentons US LLP Chicago, IL	You You Yang Loeb & Loeb LLP Chicago, IL
Alexandra van Doren Latham & Watkins	Erin Walczewski Cooley LLP Boston, MA	Cheyenne White Zeta Charter Schools Brooklyn, NY	John T. Winemiller Merchant & Gould P.C. Minneapolis, MN	Melissa Yates Polsinelli PC Charleston, SC
Emily VanOosting Pinellas County Sheriff's Office Largo, FL	Tracy Walker Holland & Knight LLP East Boston, MA	Lisa Oliver White Shook Hardy Bacon Boston, MA	Ashley Nicole Winters Greenberg Traurig, LLP Austin, TX	Arzu Yazd Microsoft Washington, D.C.
Rosa Celina Vargas Latham & Watkins New York, NY	Paula J. Walsh Cozen O'Connor Dallas, TX	Angelina Maria Whitfield Dentons US LLP Chicago, IL	Julia Winters Katten Muchin Rosenman LLP New York, NY	Elizabeth Yazgi Loan Syndications and Trading Association NYC, NY
Vinila Varghese Cozen O'Connor Levittown, PA	Sarah Walsh DLA Piper US New York, NY	Molly Whitman Latham & Watkins Los Angeles, CA	Nikki Wise Greenberg Traurig, LLP Houston, TX	Felicia Yen SentinelOne, Inc.
Bethany Anne Vasquez Cozen O'Connor San Francisco, CA	Sarah Walters Ropes & Gray LLP Boston, MA	Melissa Whitney DLA Piper US New York, NY	Lisa Wiznitzer Loeb & Loeb LLP Northbrook, IL	Po Yi Manatt, Phelps & Phillips, LLP New York, NY

Elizabeth Yin
Latham & Watkins
Los Angeles, CA

Esther Yoon
Latham & Watkins
Washington, D.C.

Kaleigh Young
Capital University Law
School
Jackson, OH

Lakeisha Young
Mercer University School
of Law

Nivine Zakhari
Zakhari PLLC
Tampa, FL

Shayla Zamora
Suffolk University School of
Law
Quincy, MA

Renee Zaytsev
Boies Schiller Flexner LLP
New York, NY

Anastasia Zevan
Harris Lowry Manton
Savannah, GA

Agatha Lin Zhang
Thomson Reuters
New York, NY

Winni Zhang
Bradley Arant Boult
Cummings LLP
Washington, D.C.

Yue Zhao
Latham & Watkins
Houston, TX

Lexi Zintel
Latham & Watkins
Costa Mesa, CA

Jaime Zucker
Latham & Watkins

Climbing the
ladder together.

Cooley congratulates the
National Association of
Women Lawyers on
125 years of fighting for
equal representation and
empowerment of women.

Cooley

© 2024 Cooley LLP, 3175 Hanover Street, Palo Alto, CA 94304 www.cooley.com



Cozen O'Connor is a
proud sponsor of the
National Association
of Women Lawyers.



Calli Padilla

Co-Chair, Women's Initiative
(215) 665-6938
cpadilla@cozen.com

Kristi Zentner

Co-Chair, Women's Initiative
(612) 260-9005
kzentner@cozen.com

825 attorneys | 32 offices | cozen.com

© 2024 Cozen O'Connor

The Voice of Women in the Law

Greenberg Traurig congratulates the National Association of Women Lawyers on 125 years of fighting for equity under the law. We are proud to share your mission to empower and advance women in the legal profession.



GREENBERG TRAURIG, LLP | ATTORNEYS AT LAW | 2750 ATTORNEYS | 47 LOCATIONS WORLDWIDE*

Our Women's Initiative Co-Chairs:

Brigid F. Cech Samole | 333 SE 2nd Avenue | Suite 4400 | Miami, FL 33131

Courtney E. McGuinn | One Vanderbilt Avenue | New York, NY 10017

Danielle L. Martin | The Shard, Level 8 | 32 London Bridge Street | London SE1 9SG, United Kingdom

Lisa C. McCurdy | 1840 Century Park East | Suite 1900 | Los Angeles, CA 90067

NAWL Board Member: Arleen Nand | 90 South 7th Street | Suite 3500 | Minneapolis, MN 55402



Greenberg Traurig is a service mark and trade name of Greenberg Traurig, LLP and Greenberg Traurig, P.A. ©2024 Greenberg Traurig, P.A. Attorneys at Law. All rights reserved. Attorney Advertising.*These numbers are subject to fluctuation. 40339

WORLDWIDE LOCATIONS

United States, Europe
and the Middle East,
Asia, Latin America



Let's make more wonderful together

A more wonderful world starts with a more inclusive worldview. As one of Intel's core values, diversity and inclusion in our workforce, industry, and greater community is essential to driving innovation that has a positive impact on the world.

Intel is a proud sustaining sponsor of the National Association of Women Lawyers.

intel[®]
Do something wonderful.™

**We proudly support the
National Association of Women
Lawyers as it celebrates its
125th anniversary.**

davispolk.com

© 2024 Davis Polk & Wardwell LLP



Leading by Example

Diverse Teams, Superior Results

Faegre Drinker is chaired by a woman, **66%** of our executive leadership team are women and **53%** of our board are women. At Faegre Drinker, we live our values.

INCLUDE. EMPOWER. THRIVE.

Ogletree Deakins is proud to support
the **National Association of Women Lawyers.**

At Ogletree Deakins, we are building a culture
that supports and celebrates the diverse voices
in our firm in order to provide innovative
solutions for our clients.

We are resilient. We are agile. We are all
Better Together.

Ogletree Deakins | **DEI**
DIVERSITY. EQUITY. INCLUSION.

www.ogletree.com

Paul | Weiss

We are proud
to support the
National Association
of Women Lawyers

Congratulations to honorees
Stacey Abrams
Jenny R. Yang
Shannon Minter
Mondelēz International, Inc.

Arnold & Porter is proud to support the
National Association of Women Lawyers.

We join NAWL in its mission to create
opportunities to elevate women in the
practice of law.

Arnold & Porter

©2024 Arnold & Porter Kaye Scholer LLP. All Rights Reserved.

JacksonLewis

Congratulations
National Association of Women Lawyers
on your 125th anniversary.

We proudly support you and salute your leadership team, including the
following valued Jackson Lewis principals + attorneys: **Kristen L. Bauer**
(NAWL President 2024), Alana Glover, Tania Mistretta and Mary Costigan.

Focused on labor and employment law since 1958, our 1,000+ attorneys located in
major cities nationwide consistently identify and respond to new ways workplace
law intersects business.

©2024 Jackson Lewis P.C. • Attorney Advertising • jacksonlewis.com

**"Whatever you choose to do, leave tracks.
That means don't do it just for yourself.
You will want to leave the world a little
better for your having lived."**

- RUTH BADER GINSBURG

**We are proud to support the work of the NAWL in
their mission to empower women in the legal profession.**

LYNCHCARPENTER

PURSUIT WITH PURPOSE™

WWW.LYNCHCARPENTER.COM

1133 Penn Avenue - 5th Floor, Pittsburgh, PA 15222 | 1234 Camino Del Mar, Del Mar, CA 92014
111 W. Washington Street - Suite 1240, Chicago, IL 60602 | 117 East Colorado Blvd. - Suite 600, Pasadena, CA 91105



Technology to **transform the everyday.**

By combining the real and digital worlds, Siemens empowers its customers to transform their industries and markets, helping them to transform the everyday for billions of people.

usa.siemens.com

SIEMENS

©Siemens, 2024. All Rights Reserved.

Partners in inclusion.

At DLA Piper, we advance diversity by fostering inclusivity. We empower our people to fulfill their potential. We enhance collaboration by celebrating individual and team contributions. We reward performance with career growth and opportunities.

DLA Piper proudly supports the National Association of Women Lawyers.



dlapiper.com

Tonya Gauff | ATTORNEY ADVERTISING | MRKT0015861

Chick-fil-A[®] Legal Department supports the National Association of Women Lawyers



Chick-fil-A[®] and Chick-fil-A Stylized[®] are registered trademarks of CFA Properties, Inc.

**AbbVie is a proud Sustaining Sponsor of
the National Association of Women Lawyers**

AbbVie is a global biopharmaceutical company that discovers and delivers innovative medicines and solutions that enhance people's lives. Having a diverse and inclusive workplace enables us to develop and bring innovative, life-changing medicines and solutions to our patients around the world.

We are proud to offer an environment that allows our colleagues around the world to achieve their full potential because when everyone brings their best selves to work, we maximize every employee's potential, ultimately strengthening the business for our patients.



Learn more
abbv.ie/eedi

People
Passion
Possibilities

abbvie

**Allstate is proud to
support the National
Association of Women
Lawyers in its mission
to advance women in
the legal profession and
advocate for the equality
of women under the law.**



40
BFKN

DIVERSITY MATTERS

Barack Ferrazzano Kirschbaum & Nagelberg LLP is proud to support the National Association of Women Lawyers and its mission to provide leadership, a collective voice, and essential resources to advance women in the legal profession and advocate for the equality of women under the law

Visit bfkn.com/social/dei to learn about
our commitment to diversity & inclusion

bfkn.com



**BURR &
FORMAN**

Proud to support
the National Association
of Women Lawyers



Tamika Walters
Chief Diversity & Inclusion Officer
(405) 685-4290
twalters@burr.com

burr.com

BUTLER | SNOW

Proudly supports the

NATIONAL ASSOCIATION OF WOMEN LAWYERS

We're law. Elevated.

See the difference at [BUTLERSNOW.COM](https://butlersnow.com)

Diversity, Equity,
and Inclusion are our
foundations for innovation
and drive our
business forward.

Comcast NBCUniversal is proud to support
the National Association of Women Lawyers.



[COMCASTCORPORATION.COM/DIVERSITY](https://comcastcorporation.com/diversity)

CELEBRATING NAWL'S

125th ANNIVERSARY

Conn Maciel Carey LLP is proud to
sponsor the National Association of
Women Lawyers (NAWL).

As a boutique firm with a focus on
employment law, CMC understands
the value of employment diversity.

CONN
MACIEL
CAREY

Learn more at
connmaciel.com



Covington is
proud to sponsor the

2024 Annual Meeting for the National Association of Women Lawyers (NAWL)

Congratulations to NAWL on its milestone 125th
anniversary! We commend the organization's
dedication to empowering women in the legal
profession and advocating for women's equality.

Visit cov.com/DEI to learn about our diversity,
equity, and inclusion initiatives.

COVINGTON



We are proud to support the National Association of Women Lawyers for its commitment to advancing women in the legal profession.

crowell.com

© 2024 Crowell & Moring LLP | Attorney Advertising



Davis Wright Tremaine is proud to support NAWL and their mission to advance women in the legal profession.

We applaud the work of NAWL and are honored to partner in furthering their vision.

[DWT.COM](https://dwt.com)



DORSEY
DORSEY + WHITNEY LLP

empowering
women
lawyers

**WE'RE PROUD
SUPPORTERS OF
THE NATIONAL
ASSOCIATION OF
WOMEN LAWYERS**

Dorsey & Whitney is committed to NAWL's mission of empowering women in the legal profession by cultivating diversity, equality, mutual support, and collective success.

dorsey.com



DUANE MORRIS *Wins*
WOMEN'S IMPACT NETWORK FOR SUCCESS



Duane Morris is proud to sponsor the
National Association of Women Lawyers

The Duane Morris Women's Impact Network for Success is devoted to the success of our women attorneys. Through various programs, we exchange ideas, foster and expand business contacts and opportunities, and enhance attorney development to fully realize the talent, knowledge and potential of our women attorneys. WINS salutes the NAWL *Women Lawyers Journal* as a vehicle for discussing substantive issues impacting women in the law.

To learn more, please contact:
Christiane Schuman Campbell
ccampbell@duanemorris.com
www.duanemorris.com

Duane Morris LLP - A Delaware limited liability partnership

FISH.

Fish & Richardson is a proud sponsor of the National Association of Women Lawyers.

Fish & Richardson, a premier global intellectual property law firm, is trusted by the world's most innovative and influential companies. From patent, trademark, and copyright prosecution and counseling to our full-service litigation practice, we provide our clients with exceptional service and advocacy across the life cycle of IP needs in the U.S., Europe, China, and around the world.

fr.com | @FishRichardson



**FLORIDA
GOVERNMENT
LAW PARTNERS**
Navigating Florida Government



We proudly support the

**National Association
of Women Lawyers**

Congratulations to

**President-Elect
Gigi Rollini**



**GLOBAL
KNOWLEDGE.
SPECIALIZED
EXPERIENCE.**

Foley Hoag is
proud to support
the National
Association of
Women Lawyers!

foleyhoag.com

GIBBONS

Congratulations

To NAWL's 2024 Award Winners

Stacey Abrams

Arabella Babb Mansfield Award

Jenny R. Yang

M. Ashley Dickerson Diversity Award

Shannon Minter

Lead by Example Award

Mondelēz International, Inc.

President's Award

And to the 2024 NAWL Rising Honorees

Proud to support the National
Association of Women Lawyers

NJ NY PA DE DC FL

gibbonslaw.com

Gibbons P.C. is headquartered at One Gateway Center, Newark, New Jersey 07102.



Leading the Way for a more inclusive legal profession!

- Mansfield 5.0 Certification Plus
- Best Law Firms for Women, *Seramount*, 2010-2023
- #6 Best Law Firms for Female Partners, *Law360*
- #15 Best Law Firms for Female Attorneys, *Law360*
- Diversity, Equity and Inclusion Champion, *Jennifer Martinez, Corporate Counsel's Women, Influence and Power in Law* awards

Haynes Boone is proud to support **The National Association of Women Lawyers**. Thank you for all you do to empower women in the legal profession.

HAYNES BOONE

haynesboone.com

©2024 Haynes and Boone, LLP



Hinshaw is proud to support

NAWL



Heather LaSalle Alexis
504.904.8062
halexis@hinshawlaw.com

Hale Yazicioglu Lake
617.213.7023
HLake@hinshawlaw.com

hinshawlaw.com



©2024 Hinshaw & Culbertson LLP | Attorney Advertising

Holland & Knight is proud to support the
**National Association
of Women Lawyers**

and our colleagues working to further
NAWL's mission to advance women
in the legal profession.

Holland & Knight

www.hklaw.com



Courtney Worcester
Partner
NAWL Board of Directors
Boston, MA
617.523.2700



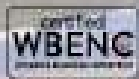
Caitlin Saladrigas
Partner
NAWL Women in Litigation
Affinity Group Co-Chair
West Palm Beach, FL
561.833.2000

Copyright © 2024 Holland & Knight LLP All Rights Reserved

WILSON TURNER KOSMO

Wilson Turner Kosmo
is proud to support the
**NATIONAL ASSOCIATION
OF WOMEN LAWYERS**
and its mission to advance
women in the legal
profession.

wilsonturnerkosmo.com



IceMiller

Stronger Together

Ice Miller is proud to support the National Association of Women Lawyers. As a firm that understands the strength of diverse perspectives and experiences, we stand with those who create positive change in our community and beyond.

350+ lawyers in Baltimore, Chicago, Columbus, DuPage County, Greater Phoenix Area, Indianapolis, New York, Philadelphia, and Washington, D.C.

► icemiller.com

JAMS IS A PROUD SPONSOR OF THE NAWL ANNUAL MEETING

Support your DEI goals with the **JAMS Panelist Utilization Report**

Partner with us to increase diversity in ADR by tracking your utilization of diverse JAMS mediators and arbitrators. JAMS clients may visit jamsadr.com/dpu-report or scan the QR code to request a confidential report.



Diverse teams lead to creative solutions

As part of building the next generation of leaders, Jenner & Block champions diversity and inclusion in our firm, our community and the legal profession.

JENNER & BLOCK LLP

CENTURY CITY • CHICAGO • LONDON • LOS ANGELES

NEW YORK • SAN FRANCISCO • WASHINGTON, DC • JENNER.COM



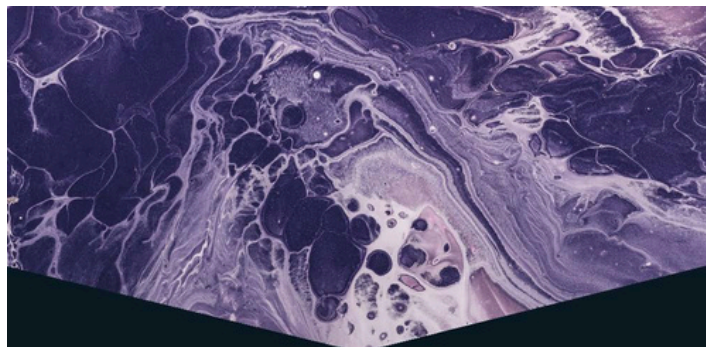
Inspired by the Strength,
Leadership, and Resilience
of All Women.

Kilpatrick proudly supports the National
Association of Women Lawyers.



ktslaw.com

© 2024 Kilpatrick Townsend & Stockton LLP



Kirkland & Ellis is proud to support the

**National Association of
Women Lawyers**

KIRKLAND & ELLIS

www.kirkland.com/diversity

Deborah Froling

Past President | 2013-2014



Celebrating 125 years of
excellence with NAWL

KUTAKROCK
KUTAKROCK.COM

- 50% of Kutak Rock's executive leadership are women
- More than 56% of firm members are women
- Percentage of women partners is 5 points above the national average

LATHAM & WATKINS LLP

**BELONG AS
YOU ARE.**

Latham & Watkins LLP
is proud to sponsor the
National Association of
Women Lawyers.

LW.com

Littler is proud
to sponsor
the National
Association of
Women Lawyers!

Littler

Labor & Employment Law Solutions
littler.com



We are proud to
continue our support of
the National Association
of Women Lawyers

and its mission to provide leadership,
a collective voice and essential
resources to advance women in the
legal profession and advocate for the
equality of women under the law.

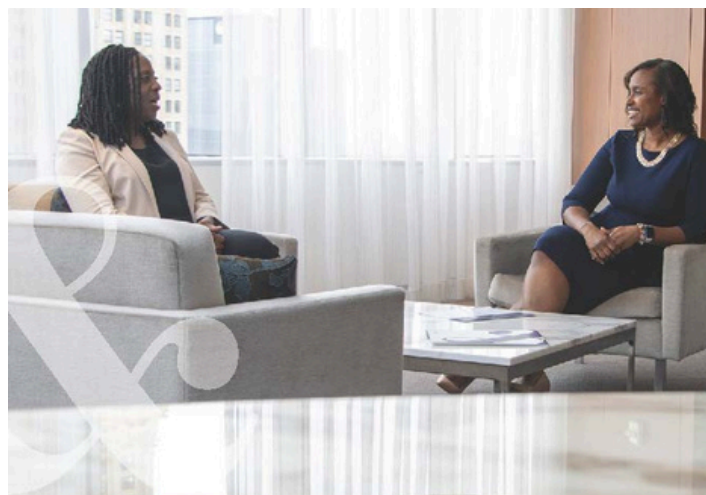
loeb.com

manatt

**Together we
can change
the world.**

Manatt is proud to support the
**National Association of
Women Lawyers.**

Manatt, Phelps & Phillips, LLP manatt.com



**McCarter
& English**

We are proud to partner with the
**National Association of
Women Lawyers**
to support its mission to advance women
in the legal profession and advocate for
gender equity in the law.

McCarter & English, LLP
www.mccarter.com

PROMOTING WOMEN IN BUSINESS

McGuireWoods empowers our women attorneys to achieve personal goals and professional excellence.

We offer career training and mentoring through our Women Lawyers Network, as well as work-life balance initiatives to sustain career-long success.

We are proud to sponsor the
National Association of Women
Lawyers and honor it's 125th anniversary.

McGuireWoods

1,100 lawyers | 21 offices | www.mcguirewoods.com



**Merchant
& Gould**
A Technology & Innovation Law Firm

Protecting genius everywhere.

PROVIDING LEGAL SOLUTIONS IN ALL ASPECTS OF IP & TECHNOLOGY LAW

PATENT PROSECUTION • LITIGATION • TRADEMARKS • CYBERLAW • COPYRIGHT
LICENSING • TRADE DRESS • DUE DILIGENCE • ADVERTISING • TRADE SECRETS

MerchantGould.com



THE POWER OF PROGRESS, FOR WOMEN, BY WOMEN

Michael Best is proud to support the National Association of Women Lawyers and their mission to provide leadership, a collective voice, and essential resources to advance women in the legal profession.

michaelbest.com

Michael Best & Friedrich LLP

Milbank

We proudly celebrate
the **National
Association of
Women Lawyers'**
125th Anniversary

For more information about Milbank's programs and initiatives, please contact Chief Diversity, Equity & Inclusion Officer Mikeisha Anderson Jones or Director of Legal Recruiting Alexandra Paslawsky.



Milbank.com

New York | Los Angeles | Washington, DC | São Paulo | Frankfurt
London | Munich | Beijing | Hong Kong | Seoul | Singapore | Tokyo

Norton Rose Fulbright proudly supports the **National Association of Women Lawyers**

Norton Rose Fulbright proudly supports career advancement and the success of women in the legal profession and workplace.

nortonrosefulbright.com



Potter Anderson is proud
to support the
**NATIONAL ASSOCIATION
OF WOMEN LAWYERS**

**Potter
Anderson**

Wilmington, DE | potteranderson.com



Sustained Commitment. Remarkable Results.

Our commitment to women in the legal profession has resulted in percentages of women attorneys, equity partners, and firm leaders that far surpass national averages. Phillips Murrah proudly stands with NAWL in its mission to advance women in the legal profession.



Mansfield Rule™
Certified *Plus* 2023
Powered by DIVERSITYLAB

Oklahoma City/Dallas | phillipsmurrah.com



**INFORMATION MATTERS.
DIVERSITY MATTERS.**

A majority women-owned and women-managed law firm, Redgrave LLP focuses exclusively on addressing the challenges where law meets technology, including eDiscovery, information governance, data privacy, and data security.

We proudly support the
National Association of Women Lawyers
and celebrate NAWL's 125th anniversary.

redgravellp.com

RICHARDS LAYTON & FINGER 125 YEARS

EMPOWERING WOMEN

We proudly support NAWL's
commitment to advance women's
equality, growth, and success.

RLF.COM | WILMINGTON, DE

Dynamic lawyers. Dynamic leaders.

Ropes & Gray's women attorneys.
Spurring innovation.
Driving landmark deals.
Delivering litigation wins.



ROPES & GRAY

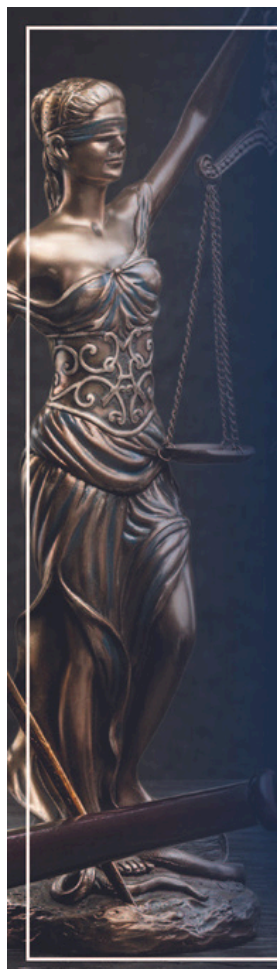
Our firm is a proud
Sustaining Sponsor of the
**National Association of
Women Lawyers (NAWL)**
and supports its mission to
provide leadership, a collective
voice, and essential resources
to advance women in the legal
profession and advocate for
women's equality under the law.

saul.com

SAUL EWING

LLP

We're proud to
sponsor NAWL
and share the
mission of
equality and
representation
in the legal
profession.



Tanenbaum Keale LLP
A Litigation Boutique Serving Global Companies

tktrial.com



**We are proud
to support NAWL**
as we build toward
a more equitable
legal profession,
together



We Proudly Support the
National Association of Women Lawyers

At Venable, we have long understood the necessity of incorporating a diversity of viewpoints into the solutions we offer our clients. We applaud the members of NAWL and congratulate them on 125 years of commitment to advancing and empowering women in the legal profession.

VENABLE LLP

CA | CO | DC | DE | FL | IL | MD | NY | VA

Elizabeth M. Menno, Esq. | 1144 15th Street, Suite 3600, Denver, CO | Attorney advertising.

24-030

Achieve. Lead. Inspire.

von Briesen & Roper, s.c.
is proud to support and
celebrate all the strong
and inspirational women
in our profession.

To learn more about our law firm, please visit
vonbriesen.com or contact Susan E. Lovern,
President & CEO, at susan.lovern@vonbriesen.com.

von Briesen
von Briesen & Roper, s.c.

120
Celebrating
120 Years

**Blazing
trails**

**WELLS
FARGO**

For more than 170 years
Wells Fargo has empowered
women in the workplace.

**We are proud to support the
National Association of Women Lawyers**
and its mission to advance and advocate
for women in the legal profession.



Scan the
QR code to
join our
Legal Talent
Community



#LivingTheWellLife

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran. © 2024 Wells Fargo Bank, N.A. All rights reserved.



B&D is proud
to co-lead NAWL's
**Environmental &
Energy** Practice
Area Affinity
Group.

**Beveridge
& Diamond**
The Environmental Law Firm
CELEBRATING **50** YEARS

BSF
BOIES SCHILLER FLEXNER

Boies Schiller Flexner LLP
is proud to support
the advancement of women in
the legal profession through its
sponsorship,
and we congratulate
the National Association of
Women Lawyers
on its 125th Anniversary

New York • Albany • Armonk • Fort Lauderdale • Hollywood
Las Vegas • London • Los Angeles • Miami • Milan • Rome
San Francisco • Washington, D.C. • www.bsfllp.com

We proudly support the National
Association of Woman Lawyers and
their mission of advancing fairness
and equality. To you, and to those
who paved the way, thank you for
your inspiration and leadership.

HONIGMAN

honigman.com



National Association of Women Lawyers
American Bar Center
321 North Clark Street MS 17.1
Chicago, IL 60654