



FISCAL YEAR 2021-2022

IMPACT REPORT

center
for
women
in law™



FROM OUR EXECUTIVE DIRECTOR

Soaring to New Heights, Powering Change

As the world returned to a more normal ebb and flow of business and routines, the Center for Women in Law team was thrilled to resume in-person programming, including the Women's Power Summit™ and our intern-led Coffee with the Court event.

We're still embracing the flexibility and benefits of virtual programming, too. The Center continues to extend our reach and elevate our work to a wider audience across the country and around the globe.

I'd like to thank **Susan Blount** for her leadership as President of our Executive Committee and her tireless commitment to the Center and its mission.

Our 2021-2022 Impact Report highlights the ambitious and impactful work from the past year. With a revamped Accelerate program for new lawyers and our new Ascend program for established lawyers, the Center is soaring to new heights and continuing to look for ways to more deeply engage with the very diverse legal profession.

Our work is only possible with the generous commitment of time, talent, and treasure from women lawyers, corporate partners, and our colleagues. You are the power for change. And we are grateful for your support of our work.

I extend a heartfelt thank you for making all we do possible. Here's to continuing to soar and recommitting to our core values of integrity, inclusion, information, influence, and investment.

A handwritten signature in cursive script that reads "Veronica Vargas Stidvent". The signature is written in a dark ink and is positioned above the printed name and title.

Veronica Vargas Stidvent
Executive Director

OUR MISSION, VISION, AND VALUES

Since our launch in 2009, the Center for Women in Law is proud of our impact on the legal profession. There's a place for everyone at the Center for Women in Law from students, to new attorneys, mid-career lawyers, and more established professionals.

We remain grateful to our Founders and Power Circle members who helped establish our Center and continue to contribute in so many ways to its continued growth and success.

Along the way, we remain true to our mission, our vision, and our values. These core tenets guide us *as we soar to new heights.*

OUR MISSION

The Center for Women in Law is a **national resource and champion for women lawyers, generating lasting change within the legal profession.**

OUR VISION

The legal profession exemplifies equity and justice for all.

OUR VALUES



Integrity. We are driven to uphold the highest standards of our profession.



Inclusion. Equity motivates our work, and equity will eliminate social injustices.



Information. Information is power. We believe in empowering and educating women attorneys with the tools to advance their careers.



Influence. Powerful women advocate for equity and address biases and stereotypes. Our influence will change the profession.



Investment. We are committed to investing in future generations of women lawyers.

POWERING CHANGE

We will not rest in our work to generate lasting change within the legal profession.

In 2021-2022, the Center for Women in Law programming expanded, renewing our commitment to engage with every age and stage of women lawyers. From law students to first-year associates, mid-career through retirement, the Center's programming is inclusive and wide-ranging. We continue to look for ways to welcome more lawyers, allied organizations, and professional associations, balancing our in-person programming with the expanded reach of our online events.

ACCELERATE: CAREER START

Our **Accelerate: Career Start** program enjoyed a refresh and relaunch in 2022 with additional opportunities for professional development through an expanded multi-year program.

The program received a new name, Accelerate: Career Start, and additional opportunities for professional development through an expanded multi-year program. The program also extended participation to include new lawyers in the non-profit and public sectors.

“A strong foundation during the first years of practice can have a lasting impact on the careers of new attorneys.”

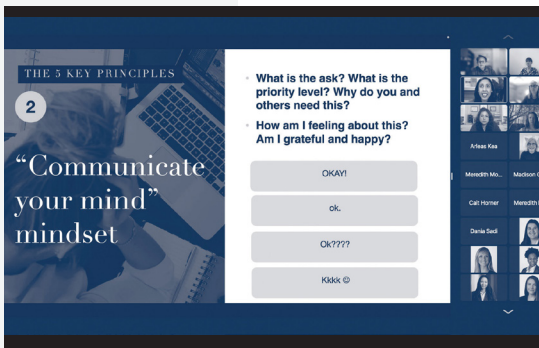
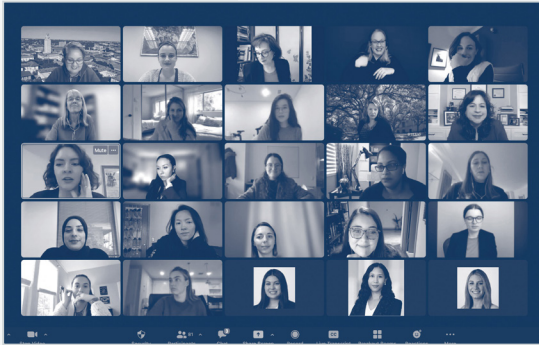
*- Veronica Vargas Stidvent, Executive Director,
Center for Women in Law*

In the first year of the new Accelerate program, lawyers network and learn critical skills through plenary sessions addressing such topics as best practices for starting a legal career, the business of law, and the importance of communicating and connecting more effectively. In the second and third years of the program, participants explore career opportunities and challenges with small cohorts facilitated by senior lawyers, including partners and general counsel.

Our 2022 program kicked off in January with 107 first-year associates. Plenary sessions were held in January, March, May, August, and October. Our 107 first-year associates hailed from 20 cities, 11 states, and represent 14 firms and organizations. Since the program's

“The Accelerate Program has helped me connect with other women in the practice of law who are similarly focused on their professional growth. I have enjoyed learning from those more senior than I and sharing experiences with my peers.”

- Madison Gaona, Associate, Norton Rose Fulbright US LLP



inception in 2017, approximately 260 first-year associates have benefited from the year-long program.

We'd like to thank our Benefactor-level sponsors for their support of this year's program: Akin Gump Strauss Hauer & Feld LLP, Haynes and Boone, LLP, Holland & Knight, Katten Muchin Rosenman LLP, Kirkland & Ellis, and Vinson & Elkins.

2022 PROGRAM

Since the program's inception in 2017, *approximately 260 first-year associates have benefited from the year-long program.*

107



FIRST-YEAR ASSOCIATES

20



CITIES



11

STATES

14



FIRMS

“Accelerate is a powerful program. As a first-year associate transitioning into BigLaw, Accelerate gave me crucial skills, support, and tools to implement on a daily basis, many of which are geared toward the unique difficulties we face as women in law. I am fortunate to be a participant and would urge any first-year woman lawyer to join.”

- Emily McWey, Associate, Holland & Knight



Hillary Sale



Ashley Whillans

ASCEND

Launched in March 2022, **Ascend** is a program with a curriculum geared toward established lawyers looking to further their careers. As lawyers' careers are rising, they often face competing opportunities and shifting priorities as they gain a more precise definition of career success and excellence. Ascend helps equip all lawyers for this pivotal time in their professional development and careers.

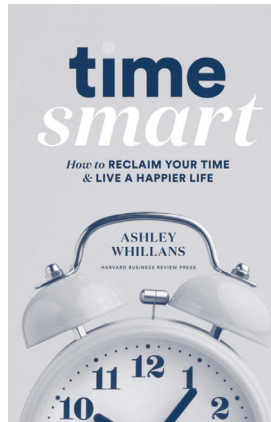
Whether the goal is partnership, independence, entrepreneurship, or career transition, Ascend helps established lawyers explore the opportunities and challenges of furthering their careers through promotions, pivots, and reimagining. Ascend's modular curriculum allows participants to tailor the program to focus on the skills and information needed to meet their goals.

“Professor Sale had good advice and specific ideas for us to think about and apply to our lives. Very practical.”

Our series launched in February with an interactive workshop led by **Georgetown University Associate Dean and Professor Hillary Sale**. Participants focused on the power and importance of having a strategic career plan.

During the summer, Ascend offered the first of a two-session program with author **Ashley Whillans**, using her *Time Smart* book as a guide. Time is a valuable resource, and Professor Whillans guided participants through her research on time use and happiness and provided practical, actionable tips to incorporate into their work and personal lives.

“Great program!”



EX LIBRIS SERIES



Linda Greenhouse



Stephen Vladeck



The **Ex Libris Series** returned for its second full year of programming. The Center convenes notable authors, with a focus on those in the legal profession, to highlight their writing and research to an audience of lawyers, media, and the public.

Discussion with Linda Greenhouse, author of *Justice on the Brink*

In January, the Center hosted a discussion with **Linda Greenhouse**, the author of *Justice on the Brink: The Death of Ruth Bader Ginsburg, the Rise of Amy Coney Barrett, and Twelve Months That Transformed the Supreme Court*. **Professor Stephen Vladeck**, Charles Alan Wright Chair in Federal Courts at The University of Texas School of Law, moderated the conversation, which drew more than 400 participants.

Discussion with authors from *Women in Law: Discovering the True Meaning of Success*

Women in Law: Discovering the True Meaning of Success chronicles the stories of 23 women lawyers as each one embarks on her own personal journey of self-love, self-reflection, and self-awareness to define for herself what success means in law — and in life. This deeply personal and candid discussion covered the trials and tribulations leading to a defining moment in each author's life. Four of the best-selling book's 23 authors joined us in May for our second Ex Libris event in 2022, attended by more than 85 participants.



Talar Coursey



Jennifer Belmont Jennings



Elena Kohn



Tatia Gordon-Troy



Angela Styles



Erin Nealy Cox

SUSAN BLOUNT POWER LUNCH SERIES

The **Susan Blount Power Lunch Series** spotlights remarkable lawyers from diverse backgrounds and careers, sharing their personal and professional journeys and experiences with students and lawyers. The Susan Blount Power Lunch Series hosts experts in conversation on a wide range of professional topics and industry sectors.



A Conversation with Erin Nealy Cox

We kept the conversation virtual in November 2021 with **Erin Nealy Cox**, former U.S. Attorney and partner at Kirkland & Ellis, joining us in conversation with **Angela Styles**, '94, partner at Akin Gump and former Administrator of the Office of Federal Procurement Policy.

Ms. Nealy Cox shared her career journey and discussed the practical challenges and opportunities of navigating public service and private practice. Given Ms. Nealy Cox's experience in both the private and public sector, this Power Lunch Series event provided an opportunity to discuss adding value to clients, maintaining ethical standards, and the balance of political appointments and apolitical job duties in the public sector. Our 120 participants in this event also had the opportunity to earn Continuing Legal Education credit.

“The speakers featured were articulate masters of their trades!”

The Susan Blount Power Lunch Series is supported by the generosity of the Hortense Ward Speakers Fund.



Nadira Clarke



Rekha Chiruvolu



Sheryl Koval Garko



Caren Ulrich Stacy

GINSBURG INITIATIVE

The Center for Women in Law launched the **Ginsburg Initiative** in 2021 to honor the legacy of Justice Ruth Bader Ginsburg and Marty Ginsburg. Their partnership was a true commitment to gender equality and serves as an example for us all. The Initiative advances gender-neutral policies that support systemic change in the legal profession, such as best practices around work assignments, performance expectations, parental leave, and transparency in career development.



Innovations in Equality

Building off our successful launch, the Ginsburg Initiative continued to flourish with more than 250 participants in an October 2021 panel discussion. *Innovations in Equality* explored innovations in fair work assignments, ensuring equity between remote and in-person lawyers, post-Covid hiring and promotion practices, and the use

of the Mansfield Rule in legal hiring. Our powerhouse lineup of legal experts included: **Nadira Clarke**, Moderator, Baker Botts; **Rekha Chiruvolu**, Director of Diversity, Equity & Inclusion, Nixon Peabody; **Sheryl Koval Garko**, Partner and Global Chair of Women’s Initiative, Orrick, Herrington & Sutcliffe LLP; and **Caren Ulrich Stacy**, Founder and Chief Experimentation Officer, Diversity Lab.

The Center for Women in Law created the Ginsburg Circle consisting of donors making gifts of \$1,000 or more annually to support this growing, new initiative.

“We hope that our gift to the Ginsburg Circle will lead to increased communication about and knowledge of the persisting barriers to gender parity.”

- Ann and James Lebeck, Ginsburg Circle members



Arleas Upton Kea



*Veronica Vargas
Stidvent*

PERSPECTIVES SERIES

The Center's **Perspective Series** hosts discussions with relevant professionals and experts on timely issues facing the legal profession working towards a just society. These discussions appeal to a wide range of professional women leaders, lawyers, and the general public.

A Conversation with Arleas Upton Kea

Our November 2021 event returned us to an in-person format for **A Conversation with Arleas Upton Kea**, '82, Deputy to the Chairman for External Affairs, FDIC. **Veronica Vargas Stidvent**, Executive Director of the Center for Women in Law, moderated the discussion, which was co-sponsored by the **Women's Law Caucus** and the **Texas Business Law Society**.





**CONSORTIUM FOR
*Advancing Women Lawyers***

2022 CONSORTIUM FOR ADVANCING WOMEN LAWYERS

The Center hosted its **2022 Consortium for Advancing Women Lawyers** providing updates on the initiatives of the Consortium's member organizations and lively discussions about how the Center and Consortium members can best support and advance the careers of women in the legal profession.

Consortium members include:

ABA Commission on Women in the Profession
ABA Commission's Gender Equity Task Force
ABA Women Rainmakers Committee
ABA Commission on Sexual Orientation
and Gender Identity
American Bar Association
Association of Corporate Counsel
Association of Law Firm Diversity Professionals
Catalyst, Inc.
Center for WorkLife Law
Corporate Counsel Women of Color
Dallas Bar Association
DirectWomen
Diversity & Flexibility Alliance
DRI Women in the Law Committee
Flex-Time Lawyers LLC
Hispanic National Bar Association
Lawyers Life Coach LLC
Minority Corporate Counsel Association
MothersEsquire
Ms. JD
National Association for Law Placement
NALP Foundation for Law Career Research
& Education
National Asian Pacific American Bar Association
National Association of Women Lawyers
National Association of Women Judges
National Bar Association

NBA Women Lawyers Division
National Conference of Women's Bar Associations
National Institute for Trial Advocacy
National LGBTQ+ Bar Association
National Native American Bar Association
New York City Bar Association
OnRamp Fellowship
Opt-In Project
Rikleen Institute for Strategic Leadership
South Asian Bar Association of New York
State Bar of Texas
Texas Women Lawyers
The Institute for Inclusion in the Legal Profession
UCLA Law Women LEAD
University of Maryland Carey School of Law
(Women Leadership & Equality Program)
University of Denver College of Law (Latino Center
for Community Engagement & Scholarship)
University of Nebraska College of Law
UPWARD Women
Women en Mass
Women's Bar Association of DC
Women, Leadership & Equality Program
Women Trial Lawyers' Caucus for the American
Association for Justice
Women Lawyers on Guard Inc.
WOMN LLC
Women's White Collar Defense Association

... and many more.

This year's Consortium event featured almost 40 participants from more than 20 organizations.



WOMEN'S POWER SUMMIT ON LAW & LEADERSHIP™

Since 2009, the Center for Women in Law has hosted the premiere Women's Power Summit™, convening a who's-who of influential women in the legal and business community to generate ideas and lead change. Speakers and attendees include lawyers at the height of their career – chief legal officers and general counsel, law firm managing partners, judges, government officials, law school deans, bar presidents, and other preeminent lawyers, as well as academics and business leaders who are positioned to make significant and lasting change in the legal profession.



The Center was thrilled to bring this in-person, high-impact event back April 6-8 to Austin's Four Seasons Hotel. The theme was The Power of Transitions to Transform. More than 260 people attended and heard from speakers, including **Sandra Bang, Michelle Banks, Justice Jane Bland, Susan Blount, Oliver Burkeman, Vivia Chen, Farayi Chipungu, Sarah ElRaheb-Dagher, David Lat, Heather McGowan, Michele Meyer-Shipp, Abby Phillip, The Honorable Carrie Ricci, Scott Westfahl**, and many more.

Our Advisory Board drove this event to new heights, and the Center wishes to acknowledge our event chairs **Janet Bawcom, Melanie Gray, and Grace Fisher Renbarger** for their leadership and contributions to our Women's Power Summit™.

Our thanks to our sponsors for making the 2022 Women's Power Summit™ possible.



SCHOLARS AND FUTURE LEADERS

Our Interns

The Center for Women in Law is grateful for the work of our student interns. Interns are involved in all aspects of the Center's business, including organizing and running student and practitioner-focused events, researching issues concerning gender equity in the legal profession, and corresponding with Center Founders and Power Circle Members.

COFFEE WITH THE COURT

This year's interns collaborated to create a new student-focused event, **Coffee with the Court**. This March event at The University of Texas School of Law featured three distinguished judges. **Justice Chari Kelly, Judge Jan Soifer, and Judge Maya Guerra Gamble** took part in a 45-minute panel discussion about their judicial journeys, their judicial philosophies and approach to the law, and their expectations of law clerks and lawyers appearing in their courtroom. Following the discussion, participants had an opportunity to network with the panelists, their fellow law students, and Center leaders.

2021-2022 Center Interns



Cynthia Edwards



Rachel Evans



Ru Ding



Madalyn Gathright



Michelle White



Arabi Hassan



Arlene Altagracia Lopez

POWERING CHANGE

Our Founders, Power Circle Members, and supporters are powering change with their deep commitment to the Center

Our Center for Women in Law Founders, a dedicated group of friends who conceived of the Center and provided the initial funding for our endowment, are at the heart and soul of our mission and programming. Our 50 Founding members, 38 of whom are Texas Law alumni, give significant financial support and time and talent to our planning and programming throughout the year.

Their leadership is transformative and, we hope, inspiring to you. We would like to acknowledge our Founders, as well as our Power Circle members.

***Sustaining Founding Member**

(Annual gift of \$1,000 or more beyond original pledge)

****Major Sustaining Founding Member**

(Annual gift of \$5,000 or more beyond original pledge)

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(In memoriam)
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and Tasos Paindiris
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‡ In Memoriam

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(Annual gift of \$1,000 or more beyond original pledge)

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“Our Friends of the Center and Power Circles of Sheffield Circle Members, Founders, Champions and Leaders make it possible for the Center to lead the way for this and future generations of women lawyers and law students to find success in their careers, however they define it. Their generosity and commitment tell the world what the Center for Women in Law is all about.”

- Susan Blount, Executive Committee President, Center for Women in Law

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FOUNDATION GIFTS
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Whether you are making a one-time gift, a multi-year pledge, or considering a planned gift, we can assure you that your gift is impactful and will enable the Center for Women in Law to be a national resource and champion for women lawyers generating lasting change in the legal profession.

FRIENDS OF THE CENTER

Friends of the Center advance our mission by making an annual gift of any amount. These gifts support our programs for law students and practitioners. Outright gifts made via cash, check, or credit card are the easiest to make. Gifts are tax-deductible in the year given. The Center will also gratefully accept pledges — gifts that are paid over time. You can make a pledge commitment and set up a payment schedule that works best for you.

POWER CIRCLES

Membership in special circles recognizes gifts at various levels and helps integrate our supporters into the Center's work.

GINSBURG CIRCLE

We invite supporters and allies who share our vision for a legal profession that exemplifies equity and justice for all to join the Ginsburg Circle.

40 HOURS FOR THE FORTY ACRES

40 Hours for the Forty Acres is a student-focused fundraising drive that provides an opportunity to support the Center through donations of all sizes. Through our most recent *40 Hours for the Forty Acres* fundraising campaigns, we generated more than \$12,500 to continue to seed our Pathways program.

PLANNED GIVING

Interested in helping the Center for Women in Law change the world but feel overwhelmed by the thought of writing another check or giving up your assets today? Planned gifts can be made now or deferred to a later date. Whether you use cash, appreciated securities/stock, real estate, artwork, partnership interests, personal property, life insurance, a retirement plan, etc., the benefits of funding a planned gift can make this type of charitable giving very attractive to you and the Center.

For more information, contact **Holly Gaete**, hgaete@law.utexas.edu.

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