# Table of Contents

1. To Our Readers
2. Mentoring at Winston
3. Winston’s Exceptional Mentors
4. Mentoring Program Wins MCCA Award
5. Honors
6. Working with the Leadership Council on Legal Diversity (LCLD)
7. A Conversation with Sam Park
8. Recruitment and Pipeline Programs
9. Women at Winston
10. A Conversation with Doressia Hutton
11. Appointments
12. Diversity in Firm Leadership Roles
13. Surveys Completed in 2012
14. Collaborations
15. Diversity Committee Members

The Diversity Year In Review describes our ongoing commitment to diversity within the firm, as well as with our clients, and in our community. We believe our continued work and discussion about diversity will give the firm greater insight and sensitivity, which will allow us to provide outstanding client service. Thank you for your interest and support.

To Our Readers

In the past year, Winston & Strawn’s diversity program has experienced growth, change, and renewed energy. We are pleased to share highlights of our accomplishments and initiatives.

Bringing fresh perspectives to our committee are 15 new members, including a number of partners who recently joined the firm, as well as Amanda Sommerfeld, the new chair of the Diversity Committee.

We’re pleased to report that in 2012, 30% of our income partner promotions were minorities—a 17% increase over the previous year. Our full-time Diversity Manager Chymelle Proby Nunn completed a full year in this newly created position, providing support and assistance to our efforts. In addition, our revamped mentoring program has won accolades for its innovative approach. In the last year, we also have forged a number of new relationships with diversity organizations that have allowed us to share ideas and learn from others in the business community. We’ve also seen an appreciable increase in the number of clients who are interested in receiving information from us about our diversity staffing and initiatives.

We thank our clients and the many committed leaders in the community for encouraging, supporting, and challenging us. Your commitment and shared values motivate us to get out of our comfort zone, try new approaches, and work together to find new answers.

We encourage and invite your comments so we can create a more inclusive workplace.
Mentoring at Winston

Winston’s mentoring program is a combined effort among the firm’s Diversity Committee, Professional Development, and Attorney Resources & Recruitment (ARR) departments. Plans are underway to launch a firmwide advisory program, geared to senior-level associates, that will provide additional support to further develop attorney skills and development.

MENTORING PROGRAM CONTACTS

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As part of our revamped mentoring program, the firm created a Mentor of the Year Award program to recognize exceptional mentors who went above and beyond the formal requirements of the program.

The Chicago office, which is running two mentoring programs (the Lawyer-to-Lawyer mentoring program for first-years, and our traditional program for second- and third-years), celebrated the close of the program and honored its Mentor of the Year Award winners at a luncheon in late 2012.

Chicago office Diversity Committee members reviewed all nominations and forwarded their recommendations to the Diversity Committee chair, who approved the selections. Joining the celebration luncheon were representatives from the Illinois Supreme Court Commission on Professionalism, including Jayne Reardon, Executive Director, Illinois Supreme Court Commission on Professionalism; David S. Argentar, former Deputy Director, Illinois Supreme Court Commission on Professionalism; and Winston alum Jane DiRenzo Pigott, Commissioner, Illinois Supreme Court Commission on Professionalism, Managing Director, R3Group LLC.

Mentor of the Year winners in our other domestic offices will be awarded in 2013. Winston’s mentoring luncheon also was featured in the Chicago Daily Law Bulletin’s article, “Law Firm Honors Its Mentors,” published December 24, 2012.
Mentoring Program Wins MCCA Award

Winston & Strawn was recognized by the Minority Corporate Counsel Association (MCCA) with the George B. Vashon Innovator Award in the category of Mentoring Initiatives.

The Innovator Awards recognize firms that offer creative best practices to support diverse attorneys in developing their careers. The award was presented at the innovators reception of MCCA’s 13th Annual Creating Pathways to Diversity® Conference held on September 10, 2012, in New York City. Amanda Groves, immediate past chair of Winston & Strawn’s Diversity Committee, accepted the award on the firm’s behalf, and was featured in the November/December 2012 issue of MCCA’s member publication Diversity & the Bar. Winston’s mentoring program also was recently named a finalist in the 2013 Chambers “Women in Law” Awards in the Best Mentoring Program in a Law Firm category.
Honors

Joseph Torres Selected as Powerful Rainmaker. Joseph Torres, based in the firm’s Chicago office, was one of 17 diverse partners featured in the article, “Banking on Rainmakers,” published by the Minority Corporate Counsel Association’s Diversity & the Bar magazine. Each rainmaker maintains a book of business of $2 million or more a year. Joe also was named to the 2012 “Nation’s Most Powerful Employment Attorneys” list in the area of employee benefits. The list was prepared exclusively for Human Resource Executive® by Lawdragon, a Los Angeles-based networking site for lawyers and clients.

Christine Edwards and Paula Hudson Holderman were included in the Today’s Chicago Woman article “100 Women to Watch: 2012,” published in the July 2012 issue. Chris also was awarded InsideCounsel’s 2012 Mary Ann Hynes Pioneer Award, which is part of InsideCounsel’s Transformative Leadership Awards. This distinguished award is given to women who have transformed being the “first” into being a catalyst for change. Paula also was selected by Chicago Lawyer magazine as a “Woman Making an Impact.”

Sam Park Named One of the “Best Lawyers Under 40” by NAPABA. Sam Park, partner in the firm’s Chicago office, received a “Best Lawyers Under 40” award from the National Asian Pacific American Bar Association (NAPABA) at its 24th Annual Convention, held in Washington, D.C. on November 17, 2012. The award recognizes Asian Pacific American (APA) attorneys under the age of 40 who have achieved prominence in their respective areas of law and demonstrated dedication to the APA community. Recipients have not only attained prominence in their respective legal endeavors, they have also exhibited steadfast commitment to their community and public service. See page 8 for a Q&A with Sam.
Human Rights Campaign. For the fifth consecutive year, Winston & Strawn earned a 100 percent rating in the Human Rights Campaign’s (HRC) 2013 Corporate Equality Index (CEI) survey. The Human Rights Campaign Foundation’s 2013 Corporate Equality Index is a national benchmarking tool on corporate policies and practices related to LGBT employees. The CEI report provides an in-depth analysis and rating of large U.S. employers and their policies and practices pertinent to lesbian, gay, bisexual, and transgender employees. The key indicators that HRC rates include the following areas:

- Provide equal benefits for same-sex partners and spouses
- End benefits discrimination for transgender employees and dependents
- Demonstrate firm-wide organizational competency for LGBT issues
- Demonstrate firm-wide public commitment to the LGBT community

HRC is the largest national lesbian, gay, bisexual, and transgender political organization in the country.

Transformative Leadership West. Winston & Strawn earned a place among the 2012 Transformative Leadership Awards West Coast winners and received the Firm Wide Policies Award. The awards program, presented by InsideCounsel magazine, honors general counsel and law firm partners located on the West Coast who have demonstrated strong commitment to the empowerment of women in corporate law. The Firm Wide Policies category recognizes a law firm that has made significant strides in advancing women. The gala dinner was held on September 6, 2012, in San Francisco. Laura Petroff accepted the award on behalf of the firm.

Chambers Women in Law. Partner Lisa Cottle received the Chambers “Women in Law Award” for Up-and-Coming Lawyer of the Year in Energy & Projects. The Chambers Women in Law Awards recognize the most outstanding performances from female lawyers over the past year. Lisa’s practice focuses on the development, financing, operation, acquisition, and disposition of energy projects, and the sale and purchase of electricity. She is an active member of the firm’s Diversity Committee and has been instrumental in the implementation of a number of initiatives such as the mentoring program, childcare and family leave policies, and reduced hours work guidelines. Lisa is currently the childcare leave coordinator for the San Francisco office. She is also a member of both the ABA Women Rainmakers group and women in energy networking group. Chambers also selected the firm’s revamped mentoring program as a finalist.
In the last year, Winston & Strawn has developed a strong relationship with the Leadership Council on Legal Diversity, an organization of corporate chief legal officers and law firm managing partners dedicated to creating a truly diverse legal profession. Its mission is to continue the work of the “Call to Action” initiative by having organizations hire, retain, promote, and engage the best talent. Firm managing partner Tom Fitzgerald and Amanda Groves, immediate past chair of the Diversity Committee, attended the third Leadership Council on Legal Diversity (LCLD) Annual Meeting, held on September 13, 2012, in Washington, D.C. The meeting brought together a cross-section of general counsel, many from Fortune 500 corporations, as well as managing partners of the nation’s largest law firms. Amanda also was appointed to LCLD’s mentoring committee.

The LCLD Fellows program is one of the group’s most innovative programs. It is a structured mentoring program designed to increase diversity at the leadership ranks of law firms and corporate legal departments. Corporate counsel and managing partners nominate high-potential attorneys for this year-long program, which includes in-person conferences, online training, and peer-group projects that foster relationship-building and expanded contacts.

Darwin Conner, a partner in the New York office, was selected to join the 2013 class of LCLD Fellows. “I did not know much about the LCLD Fellowship before being selected by my firm to participate,” said Darwin. “I knew from the moment I set foot in the conference room and saw so many successful men and women of color that it would be a very positive experience. Never have I had such fantastic opportunities to network with people who are genuinely interested in advancing each other’s careers. I have never felt so comfortable at a networking event in my life. The workshops and lessons combined with the many new relationships I was able to form will prove to be real assets in my practice. I could not be happier with the program.”

Equality Illinois. As a result of the 2012 Equality Illinois Law Firm Survey, Winston & Strawn was recognized as one of the top Illinois law firms that is setting the bar in the area of lesbian, gay, bisexual, and transgender equality by Equality Illinois. Winston & Strawn was recognized for its personnel policies, civil union and same-sex partner benefits, diversity trainings, and engagement with the LGBT community at large. The firm also was included in the Equality Illinois publication “Raising the Bar: Recognizing Best Practices in Recruiting, Hiring and Retaining LGBT Employees.” This publication highlights top firms, publicizes the survey findings, and includes best practices for firms seeking to increase their workplace diversity and inclusion.
IP LAW AND PARK’S RECREATION

Sam was selected as one of the “Best Under 40” by the National Asian Pacific American Bar Association (NAPABA), and is getting a master’s degree in chemistry.

How did you get interested in IP law?
Luck. I fell into it because I tried a few IP matters as a summer associate and as a junior associate, and I loved it. Now I can’t imagine doing anything else. The other day, I was prescribed a drug that I had litigated years earlier, and my pharmacist substituted our client’s generic product for that prescription. That was an amazingly proud moment for me. I not only helped our client, but also saved myself some money!

According to your bio, you’re getting an M.S. in chemistry. Are you planning a career change?
Maybe after my Ph.D. Actually, as a patent lawyer, I work a lot with scientists who have Ph.Ds and other advanced degrees – often as a liaison between them, the lawyers, and the court. I just want to better speak their language.

Congratulations on your new role as Mentoring Coordinator in the Chicago office. Who have been some of your mentors, and what advice has been most helpful in your career?
Having mentors is so important in this profession. I didn’t realize this when I was just starting out. Great mentors lead by example and look for teachable moments. I’ve had great mentors like Jim Hurst and George Lombardi. When I was a junior associate, Jim told me that one of the most important things I could do as an associate was to bring solutions, not problems, to clients and partners. The bottom line is: you should always strive to make that person’s job easier, not harder.

You are immediate past president of the Korean American Bar Association (KABA) of Chicago. How did you get involved?
I got involved in law school through KABA’s social events and stayed actively involved after I graduated. KABA was a great resource for me as a junior attorney.
so taking on the leadership role was a way for me to give back to the community. Most Korean Americans I know did not grow up with lawyers in their families. It wasn’t something on our radar. But that’s changed now. There is a wave of talented Korean American lawyers coming out of law schools, and it’s been really rewarding to have been a mentor to many of them.

You’re also involved in “Innovations Opportunities: Philippines project.” What is that?
This was a great opportunity for me, as an IP lawyer, to do something that was tremendously rewarding on a world scale. I traveled to the Philippines for a week in November 2011 as part of a USPTO (United States Patent and Trademark Office) project to help implement stronger IP protections in the country. Intellectual property is one of the fastest ways for a country to succeed in the world market. We wanted to find ways to encourage, foster, and protect IP rights in developing countries. The Philippines was a good country to start, because it’s a country on the verge, much like South Korea was about 15 years ago. We’re now trying to expand the project to countries in South America.

Several years ago, you participated in Microsoft’s “Advocacy Academy.” What were the takeaways?
Microsoft invites “rising stars” at their preferred law firms to attend its “Advocacy Academy.” It’s a week-long program in Seattle, culminating in a day-long trial with openings, witness examinations, and closings in front of a mock jury and jury consultants. It’s intense. If you’ve never heard a mock juror critique you, it’s an eye opener. I learned, first hand, that jurors really do notice everything—your demeanor, presentation, and eye contact, as well as things like your tie color, hair style, and soda preference.

The whole week felt like being at a real trial—intense, nerve-wrecking, and thrilling at the same time. I learned you can’t prepare for everything. But being as well prepared as possible helps. Then you’re not as worried about what can go wrong. And presentation matters—jurors these days expect a tight, well-oiled performance. You also have to let go a little and trust your instincts in the courtroom. Last, but not least, I learned that when it comes to trials, you have to balance getting ready for the next day with some good old-fashioned sleep!

ON A PERSONAL NOTE

Any favorite movies?
I love movies. The best ones are neatly packaged and thought-provoking. For those two hours, nothing matters but those characters on screen! I love that. My favorite right now is It’s a Wonderful Life. I didn’t grow up here, so I didn’t grow up watching the classics. Two years ago, I saw it for the first time. It’s now part of our family’s Christmas tradition. I also love Casablanca but that’s another story.

Best meal you ever had?
It’s true—the best meals aren’t necessarily the most expensive ones. My wife and I went for our honeymoon to Koh Samui—a little island in Thailand. The restaurants and bars are lined up on the beach. You sit on the sand and have your meal under the stars. There’s live music, vendors walking around, and a lively atmosphere all along the beach. We ate like that almost every night and never spent more than $20 a meal. I loved Thai food before I went to Thailand, but I’ll never forget the meals I had there.

If you weren’t a lawyer, what would you want to be?
Travel writer, wine maker, or craft brewer. Who wouldn’t mind traveling the world and writing about it? I’m not about to quit my job as a lawyer, because I’d be a terrible travel writer, brewer, or vintner, but it’s fun to think that I could do that.

Favorite city for business travel?
San Francisco—my favorite and least favorite city. Least favorite because it’s far. Let’s face it—when you’re traveling for business, you’re there for business, so closer is better. But wow, what a city! What’s not to love—the diversity, the ocean, the mountains, and a bustling metropolis. And Napa Valley is only two hours away. I don’t say this about too many cities, but I can see myself living there if I didn’t live in Chicago.

Most famous person you’ve ever met?
I’ve met a number of famous—and infamous—people, but I’ll never forget the first time I met Mayor Daley. It was an official dinner with various leaders of the Korean American community. I took my entire family. My then 3-year-old son decided to have a meltdown and my 1-year-old daughter decided to join in. When it was our turn for a picture, the Mayor just looked at us, smiled, and exclaimed, “What a great looking family!” You can say a lot about his politics, but I knew instantly why he kept getting reelected.
Recruitment and Pipeline Programs

2012 Diversity Scholarship recipients. The firm selected four Winston & Strawn Diversity Scholarship recipients in 2012. As scholarship recipients, each recipient was a summer associate in one of Winston & Strawn’s domestic offices in 2012 and received $10,000 during the third year of law school.

The scholarship recipients were: Jasmine Fannell (Harvard Law School ‘13); Douglas E. Hewlett, Jr. (University of Southern California Law School ‘13); David H. Kim (Columbia Law School ‘13); and Randi Rader (University of California, Berkeley, School of Law ‘13). Jasmine worked as a summer associate in Winston & Strawn’s Chicago office, Douglas in the Los Angeles office, David in the New York office, and Randi in the San Francisco office.

Candidates were evaluated on their law school and undergraduate records, including academic achievements and involvement in extracurricular activities; their demonstrated leadership abilities and level of interpersonal skills; and their interest in practicing at a law firm following graduation.

Winston Provides George Washington University Law Preview Scholarships. Winston & Strawn offered scholarships to 15 deserving diverse students who were about to begin classes at George Washington University Law School in the fall of 2012. This effort was a collaboration involving the firm’s Hiring and Diversity committees, GWU, and the Law Preview Scholars Program, which offers the nation’s largest law school prep course. May Wall, a GWU alum and partner in the firm’s Washington, D.C. office, was instrumental in this initiative.

Scholarship recipients attended an intensive Law Preview prep course before starting classes at GWU. During the prep course, these students received more than 45 hours of instruction from top law professors and attorneys; mastered test-taking methods and applied them to real law school exams; and learned practical academic strategies used by the most successful law students.

Just the Beginning Foundation (JTFB). Winston & Strawn sponsored Just the Beginning Foundation’s “Reaching Back, Lifting Up,” Tenth Biennial and Twentieth Anniversary JTFB Conference. The event was held September 20-23, 2012, in Chicago. Firm chairman Dan Webb served as co-chair of event. Attending the event were firm managing partner Tom Fitzgerald, and Chicago partners Tim Rivelli and Joseph Torres, along with chief attorney development officer Paula Hudson Holderman. Just the Beginning Foundation is dedicated to developing educational programs that foster careers in the law among students of color and from other underrepresented groups.

Winston at Lavender Law. Partner Jennifer Golinveaux was a featured speaker at the LGBT Bar Association’s 2012 Lavender Law Conference, held August 23-25, in Washington D.C. Jennifer’s workshop, “Brand Enforcement on the Internet for 2012,” discussed cutting-edge brand enforcement issues on the Internet, including social media, the new generic top-level domain program, and recent related caselaw. Partners Peter Perkowski and Thomas Lane also attended the firm-sponsored event.

Firm managing partner Tom Fitzgerald, Winston pro bono counsel Greg McConnell, partner Doressia Hutton, and associate Tim Kincaid served as instructors for 7th graders at the Ariel Community Academy. During the two one-hour sessions, held in June, the Winston team led lessons focused on the Constitution and the U.S. tax system. Ariel places a strong emphasis on financial literacy and investment management.

Today is my first day of classes at GW law and because of the Law Preview class I feel much more confident and better prepared to begin my legal career.
Women at Winston

Winston’s Women’s Leadership Initiative (WLI) hosts formal and informal programs so female associates can network, learn, and have some fun! Local office coordinators plan and manage WLI events, which have included wine tastings, guest speakers, and volunteer efforts with local nonprofits.

The WLI coordinators in the Chicago office—Samantha Maxfield, Jenny Pickell, Gretchen Vetter Scavo, and Elizabeth Thompson—developed an ambitious series of 12 events in 2012. The wide-ranging programs attracted a cross-section of attorneys and helped build a strong network within the office. A number of events focused on practical issues, including internal networking, techniques for seeking out new work assignments, and client perspectives on associate work. Other programs, including yoga workouts, wine tastings, and progressive dinners, offered ways to take a well-deserved break, reconnect, and make new friends—all in a casual, open, and supportive setting.

In San Francisco and Washington, D.C., attorneys held several WLI events, including a spa event and lunch programs. Our San Francisco attorneys also had a chance to attend a panel discussion hosted by the Bar Association of San Francisco on “Mentoring Women Lawyers.” In addition, Elizabeth Papez completed ClientFocus training, the acclaimed business development training program geared to women.
Doressia Hutton talks about her involvement as a board member at the Mississippi Center for Justice.

How and when did you first get involved with the Mississippi Center for Justice (MCJ)?
The Mississippi Center for Justice was founded in 2003. I was an early supporter of MCJ and subsequently joined the Board in 2011.

Unfortunately, Mississippi usually ranks at the bottom of all states in many basic human and social services categories. MCJ partners with national organizations to remove historic, and sometimes new, policies that deny some Mississipians access to educational opportunity, financial security, affordable housing, and health care. MCJ does this by combining legal services, policy advocacy, and community education.

What are some examples of MCJ’s work?
MCJ’s work has touched the lives of thousands of people on a number of fronts. For example, lack of access to educational opportunity prevents far too many Mississipians from receiving a quality education which, in turn, prevents them from attaining financial security. MCJ took on the challenge of dismantling a Jim Crow-era school board election system that prevented needed change in many Mississippi Delta school systems.

When Hurricane Katrina hit the Mississippi gulf coast, more than 60 percent of single family dwellings were destroyed or left uninhabitable. Instead of using $600 million in federal disaster grants to rebuild the homes of low-income residents, the governor of Mississippi and other elected officials decided to expand a port. MCJ sued on behalf of the affected individuals and communities. The case was settled with $132 million being dedicated to rebuilding efforts for low-income residents.

In another case, the MCJ filed suit when the South Delta Regional Housing Authority more than doubled rent, illegally, to low-income residents. The litigation was settled; subsequently, the Director of the South Delta Regional Housing Authority was indicted on numerous federal charges.
MCJ also has been instrumental in passing juvenile justice reform. Mississippi had a notorious juvenile justice system that incarcerated non-violent offenders, such as truants. The reform legislation ended that practice. The legislation also outlawed such torture practices as hog-tying and shackling juveniles to poles, spraying them with chemicals during mandatory exercises, and assault by staff members.

**What’s been most rewarding about your experiences with the Center?**

Seeing the results. When I see the young child in the Mississippi Delta who is receiving a better education—when I see a family whose home has been rebuilt after Hurricane Katrina—when I see the hardworking employee who can now get a small loan from a bank rather than going to a predatory lender who charges 300% interest, I feel rewarded knowing that MCJ played a role.

Through my work with other board members, officers, and attorneys at MCJ, I’ve learned how to be a better lawyer and person. Our board includes members from across the country with diverse professional backgrounds, including business people, elected officials, community leaders, and other attorneys. Tackling issues and reaching resolution with such a dynamic, talented group is a wonderful learning experience every time.

**What advice can you give to others who want to become more involved in community service or board-level work?**

If you are passionate about it, just do it. That two-hour board audit committee conference call may mean that I have to come into the office earlier or stay late to complete my work. But it also means I am playing a role in ensuring that MCJ’s finances are in order, and we will be able to continue receiving grants, attracting donors, and serving people who need help.

**ON A PERSONAL NOTE**

Where is your ideal vacation spot?
Tropical island.

If you weren’t a lawyer, what would you want to be?
Own an event planning company because I like to organize and plan things and be creative.

What was your first paying job?
My first paying job was working as a tutor.

What was your worst job?
My worst job was working at the ball park for my hometown’s AA baseball team. I made it through only one season.

**Appointments**

Julie Bauer, Partner, Chicago, became the first vice president of the Seventh Circuit Bar Association, positioning her for her term as president, which began in May 2013.

Peggy Davis (Winston alum) was appointed Executive Director of the Chicago Committee on Minorities in Large Law Firms.

Paula Hudson Holderman, Winston & Strawn’s chief attorney development officer, served as president-elect of the Illinois State Bar Association in 2012 (and was sworn in as president in June 2013).

Eleni Kouimelis, Partner, Chicago, was elected first vice-president of the Hellenic Bar Association (and became president-elect in June 2013).

Anna Segobia Masters, Partner, Los Angeles, served as the co-chair of California Minority Counsel Program’s 2012 Annual Business Conference. Anna is co-chair of CMCP’s board of directors.

Peter Perkowski, Partner, Los Angeles, was appointed to the board of Servicemembers Legal Defense Network (SLDN).

Jocelyn Wang, Associate, San Francisco, serves as the Chair of the Bar Association of San Francisco’s Barristers Tax Section.

Alvina Wong, Associate, San Francisco, was appointed to the planning committee on Asian Law Caucus.
Diversity in Firm Leadership Roles

- **Susan Alker**, Partner, Los Angeles
  Chair, Women’s Leadership Initiative

- **Julie Bauer**, Partner, Chicago
  Chair, Audit Committee

- **Linda Coberly**, Partner, Chicago
  Co-chair, Appellate & Critical Motions; Member, Executive Committee

- **Bryna Dahlin**, Partner, Chicago
  Co-chair, Summer Program Committee

- **Joan Fife**, Office Managing Partner, San Francisco
  Member, Executive Committee

- **Amanda Groves**, Partner, Charlotte
  Chair, Charlotte office litigation practice group; Chair, Pro Bono Committee; Advisor to Management Committee

- **Loren Higgins**, Partner, San Francisco
  Chair, San Francisco Summer Program Committee

- **Caryn Jacobs**, Partner, Chicago
  Chair, Professional liability sub-group

- **Sam Mendenhall**, Partner, Chicago
  Chair, Winston & Strawn Foundation

- **Kimberly Morris**, Associate, San Francisco
  Chair, Associates Committee

- **Peter Perkowski**, Partner, Los Angeles
  Coordinator, LGBT affinity group

- **Laura Petroff**, Partner, Los Angeles
  Chair, Partner Compensation Committee

- **Amanda Sommerfeld**, Partner, Los Angeles
  Chair, Diversity Committee; Co-chair of the labor and employment relations group in Los Angeles

- **Joseph Torres**, Partner, Chicago
  Chair, Hiring and Workplace Harassment Issues Committees

- **Becky Troutman**, Partner, San Francisco
  Co-chair, Associate Evaluation Committee

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Surveys Completed in 2012

- 2012 New York City Bar
- Am Law 200
- California 50 Lawyer
- Chicago Lawyer
- Daily Journal
- Legal Times 150
- Diversity & The Bar
- Equality Illinois
- Hispanic Bar Association of D.C.
- Human Rights Campaign
- MCCA/Vault
- Multicultural Law
- National Association for Female Executives (NAFE)
- National Association of Women Lawyers (NAWL)
- NLJ Appellate
- NLJ IP “Hot List”
- Project for Attorney Retention
- U.S. News/Best Law Firms
- The Recorder
Winston & Strawn expanded its relationships with a number of diversity-related organizations in the last year. The firm has served as lead sponsor, played an active role in developing programs, and had the opportunity to share new ideas with others who are committed to diversity issues.

**Association of Law Firm Diversity Professionals (ALFDP).** The firm hosted ALFDP’s annual conference in the Washington, D.C. office in late 2012. The ALFDP, an association of law firm professionals working in the area of diversity, acts as a catalyst for the advancement of diversity in the legal profession. Winston’s Diversity Manager Chiymelle Proby Nunn serves on ALFDP’s Conference Committee.

**California Minority Counsel Program (CMCP).** Winston & Strawn sponsored California Minority Counsel Program’s (CMCP) 23rd Annual Business Conference on October 9-10, 2012, in San Francisco. As co-chair of CMCP’s board of directors, Anna Segobia Masters presented awards during the 23rd Annual Awards Luncheon. Firm managing partner Tom Fitzgerald provided opening remarks during the General Counsel/Managing Partner Diversity Roundtable: The Bosses-Only Session. This session provided general counsel and CMCP-member law firm chairs and managing partners with the opportunity to speak candidly and confidentially about diversity efforts, the challenges they face, what has worked and what has not, and how they can work more effectively together to create a more diverse and inclusive legal profession.

**ClientFocus.** To provide substantive skills development, Winston & Strawn has offered business development training for women partners through the Women Rainmakers Roundtable. This unique, invitation-only, two-year ClientFocus marketing program helps women attorneys build their books of business through personalized assessments, coaching, and workshops, with amazing results. “This program,” said one Winston partner, “is invaluable in the way it reshapes the way we perceive business development. It empowers women to focus on what works – and what works for them – as opposed to what was believed to have worked for men over the last 30 years.” Lisa Cottle recently completed this program. Loren Higgins, Liisa Thomas, and Linda Coberly currently are enrolled in the program.

**Project 5/165.** The firm sponsored a leadership development workshop with Project 5/165 in November 2012. Project 5/165 is an integrated suite of programs designed to support, accelerate, and give visibility to the advancement of women to the general counsel role, targeting 165 legal leaders in the Fortune 500—or 30 percent—within five years. Christine Edwards, whose long career includes serving as the first female general counsel at major institutions on Wall Street, was a key organizer and lead panelist at the program.

**Black Women Lawyers’ Association (BWLA) of Greater Chicago, Inc.** The firm hosted BWLA’s February program, which focused on “Effective Communication for Client Relations and Management.” Liisa Thomas was one of the presenters at this event.
Diversity Committee Members

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