



# Diversity & Inclusion

2016 Jackson Walker Diversity Report



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## MESSAGE FROM OUR MANAGING PARTNER **WADE COOPER**

Our commitment to diversity and inclusion is seen in the recognition that individual Jackson Walker attorneys and the firm have received, as well as in our leadership in organizations that support diversity and inclusion in the legal profession. Since establishing the firm's Diversity Committee approximately 17 years ago and our Women's Initiative more than 10 years ago, we have made significant progress in the diversity of the firm. Providing an environment that welcomes and nurtures diversity and inclusion in all areas of operations and management is fundamental to the firm's core values.

Since 2012, Jackson Walker has ranked among the top Texas firms in *American Lawyer's* Diversity Scorecard, an annual survey of the percentage of minority attorneys and partners at the nation's largest firms. In 2016, the firm was also recognized as a Top Performer by the Legal Council on Legal Diversity for going above and beyond in participating in LCLD and supporting its mission of creating a more inclusive legal profession.

Currently, almost a third of the firm's attorneys are women and nearly twenty percent are minorities. Our firm also has a longstanding and ongoing commitment to the community and plays a key role in over 500 local, regional, and national civic, charitable and professional organizations. Jackson Walker is committed to becoming an even more diverse and inclusive law firm, while remaining active in communities in which we practice, and continuing to serve our clients throughout Texas, the U.S., and worldwide.

**"THERE IS A HIGH EXPECTATION OF MUTUAL RESPECT AND INCLUSION FOR EVERY SINGLE PERSON AT JACKSON WALKER, AND WE TAKE THAT COMMITMENT VERY SERIOUSLY. TODAY, NEARLY HALF OF OUR ASSOCIATES ARE WOMEN AND MORE THAN A QUARTER ARE MINORITIES. HOWEVER, EVEN THOSE STATISTICS DON'T FULLY CAPTURE THE RICH VARIETY OF BACKGROUNDS AND EXPERIENCES THAT OUR COLLEAGUES REPRESENT. OUR CULTURE, AND TRADITION OF MUTUAL RESPECT AND INCLUSION, ARE WHAT SET JACKSON WALKER APART."**

—WADE COOPER

**Wade Cooper**  
*Managing Partner*



# 2016: A RECORD YEAR

The most innovative company must also be the most diverse.

At Jackson Walker, diversity means having a multi-faceted workforce which gives us a key competitive advantage in providing the highest level of service to our clients. Our firm is comprised of attorneys and staff representing a variety of backgrounds. Together, our diverse individual experiences help form our unique and collaborative culture which is focused on fostering an environment that encourages a diversity of ideas, knowledge and actions.

## JW MINORITIES

**18%** of all attorneys  
**28%** of associates  
**13%** of partners

## JW WOMEN

**31%** of all attorneys  
**47%** of associates  
**22%** of partners

For the 7<sup>th</sup> consecutive year

**OVER 50%**  
of newly elected partners were  
**WOMEN & MINORITIES**

## NEW ATTORNEY HIRES

**48%** women | **28%** minorities

## NEW FALL ASSOCIATES

**60%** women | **26%** minorities

## OUR MULTI-GENERATION TEAM

**3%**

**TRADITIONALISTS**

<< before 1946 >>

**35%**

**BABY BOOMERS**

<< 1946 to 1964 >>

**29%**

**GENERATION X**

<< 1965 to 1979 >>

**33%**

**MILLENNIALS**

<< 1980 to 1995 >>

# 2016 DIVERSITY AT A GLANCE: A YEAR IN REVIEW

Jackson Walker is a firm where personality, culture and human values are a cornerstone of the firm's identity. We know that a diversity of perspectives and experiences strengthens our firm and ultimately benefits our clients. We view diversity beyond the usual measurements and believe in developing a culture that not only supports varied interests and perspectives, but thrives on it.

By actively recruiting, retaining, and advancing a diverse workforce, we are better equipped to serve our clients and contribute to making our communities better places. Our attorneys participate in many forums to help develop strategies and lead discussions on ways to foster more diverse and inclusive work environments as well as helping to promote a more diverse legal profession.



**FEBRUARY // FIRMWIDE  
US ATTORNEY'S OFFICE  
BLACK HISTORY MONTH EVENT**

*The program was centered around the Emancipation Proclamation and the March on Washington.*



**MAY // HOUSTON  
SOUTH ASIAN BAR ASSOCIATION OF  
HOUSTON'S 2016 CONVENTION**

*The association is dedicated to the needs, concerns, and interests of lawyers of South Asian heritage through professional development, networking, advocacy, and mentoring.*

**JUNE // HOUSTON  
LAMBDA LEGAL'S SIGNATURE EVENT,  
EQUALITY NIGHT OUT**

*A national organization committed to achieving full recognition of the civil rights of lesbians, gay men, bisexuals, transgender people and everyone living with HIV through impact litigation, education and public policy work.*

**APRIL // AUSTIN  
THE CENTER FOR WOMEN IN LAW  
AT THE UNIVERSITY OF TEXAS LAW  
SCHOOL AWARDS LUNCHEON**

*The luncheon celebrates women leading the way toward change and progress across the legal profession.*

**JUNE // FORT WORTH  
LGBT LAW SECTION AT THE STATE  
BAR OF TEXAS' ANNUAL MEETING**

*The meeting provided opportunities to help expand the knowledge base of the bar on LGBT legal issues and focused on coordinated efforts with OutLaw groups.*

**JULY // HOUSTON  
MEXICAN AMERICAN BAR  
ASSOCIATION OF HOUSTON'S  
(MABAH) GOLF CLASSIC**

*MABAH is one of the largest Hispanic legal organizations in the State of Texas and its members encompass a diverse group of attorneys.*





## HOPE FOR HUMANITY

### SEPTEMBER // HOUSTON "DIVERSITY IN THE LAW" PANEL

Associate *Trey McDonald* participated in a panel of diverse legal professionals who shared experiences on the importance of promoting diversity in the legal market and how the definition of diversity is changing.

### OCTOBER // DALLAS HOPE FOR HUMANITY DINNER

The dinner is the primary fundraising event of the Dallas Holocaust Museum and Center for Education and Tolerance.

### OCTOBER // DALLAS HUMAN RIGHTS CAMPAIGN'S BLACK TIE DINNER

The dinner raises funds for lesbian, gay, bisexual, and transgender organizations serving North Texas.

### SEPTEMBER // HOUSTON LGBT BAR ASSOCIATION'S HOUSTON OUT & PROUD CORPORATE COUNSEL AWARD RECEPTION

The Out & Proud Corporate Counsel Award is given to legal professionals who promote LGBT equality through words and actions to create more secure and welcoming workplaces.

### OCTOBER // HOUSTON NATIONAL PRO BONO WEEK

In association with Houston Volunteer Lawyers, the week is aimed at providing free legal services to low-income people in Harris County and promotes volunteerism among lawyers.

### DECEMBER // DALLAS WES MATTHEWS "DRIVEN2GREATN3SS" CHARITABLE FOUNDATION GALA

Their mission is to positively impact the lives of low-income, single-parent families in Dallas and to provide more than 100,000 meals to at-risk children by the end of 2018.





## 2016 DIVERSITY & INCLUSION

# ATTORNEY ACCOLADES & HONORS

2016 was a gratifying and successful year. The scope of our diversity efforts span across the firm, with one goal in mind: to better serve our clients and the communities in which we live and work.

Jackson Walker is a true reflection of the constantly evolving world around us. The firm is proud of the attorneys recognized below, who represent the ongoing commitment we give to foster greater inclusion and diversity.

### CHEVAZZ BROWN

ABA Forum on Communications Law Governing Committee

### PRIYA COFFEY

South Asia Bar Association of Houston Council Board

### MARY EMMA KARAM

National Diversity Counsel Top 15 Business Women

### SUZAN KEDRON

Board Member, Dallas Theater Center

### TREY MCDONALD

Co-Chair, One Goal Grad Council

### JAMES MCFALL

ABA First Amendment & Media Law Moot Court

### LINDSEY MOORHEAD

South Texas College of Law Alumni Board of Directors

### DEBBIE ROBINOWITZ

Distinguished Alumni Award, SMU WIL

### NATE ST. CLAIR

*Dallas Business Journal's* 40 under 40,  
Who's Who In Black Dallas®

### MARLENE WILLIAMS

2016 LCLD Fellow

### JENNIFER WERTZ

Texas Women Lawyers Association Board

## SPOTLIGHT

### Amanda Bush

#### *Leukemia Society's Woman of the Year*

*The Man & Woman of the Year (MWOY) campaign is a fundraising competition in communities across the U.S. in which participants build fundraising teams to compete for the title. They raise funds for LLS blood cancer research in honor of local children who are blood cancer survivors. The titles are awarded to the man and woman who raise the most funds during the ten-week campaign.*



# HONORS

LEGAL COUNCIL ON LEGAL DIVERSITY

## TOP PERFORMER 2016

Each year, LCLD recognizes Member organizations that have gone "above and beyond" in LCLD participation and in support of its mission to create a more inclusive legal profession. In 2016, LCLD named just 41 organizations as Top Performers.



LEADERSHIP  
COUNCIL  
ON LEGAL  
DIVERSITY

LEADERSHIP • ACTION • RESULTS

THE AMERICAN LAWYER'S DIVERSITY SCORECARD

## TOP 5 TEXAS LAW FIRMS FOR DIVERSITY

The rank *American Lawyer* awards each firm is based on the percentage of minority lawyers in the firm's U.S. offices added to the percentage of U.S.-based minority partners.

THE  
AMERICAN LAWYER

MINORITY CORPORATE COUNSEL ASSOCIATION

## DO GOOD, DO WELL LIST

This list features law firms that have achieved high levels of excellence in diversity and business. MCCA notes that the law firms on the 2016 list "have demonstrated that success in diversity and profitability are complementary, not competitive."



EXELON CORPORATION

## DIVERSITY HONOR ROLL

The program is part of Exelon's effort to promote diversity and inclusion among the firms that provide critical services to the company's finance organization.



TEXAS ACCESS TO JUSTICE COMMISSION

## CHAMPIONS OF JUSTICE

Created by the Supreme Court of Texas in 2001, the Texas Access to Justice Commission is focused on creating and implementing initiatives that expand access to justice in civil legal matters for low-income Texans. Proceeds from their annual gala, co-sponsored by the State Bar of Texas, are directed to legal services programs for Veterans.



## 2016 DIVERSITY & INCLUSION

# JW<sup>2</sup>: WOMEN'S INITIATIVE

Jackson Walker Women (also referred to as JW<sup>2</sup>) is an initiative dedicated to the attraction, retention, and promotion of female professionals. Through its programs, JW<sup>2</sup> creates opportunities for women attorneys to build strong networks to sustain a successful and satisfying legal career. It also supports them in their efforts to make an impact in communities across Texas.

Through its OnRamp Program, Jackson Walker presents opportunities for top women attorneys who left the practice of law to return. Along with facilitating the reentry of women attorneys back into practice, the program also creates a pipeline for female lateral candidates.

## EMPOWERING WOMEN IN 2016

### NATIONAL ASSOCIATION OF WOMEN LAWYERS (NAWL) CHALLENGE CLUB

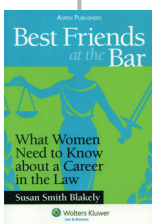
*A program created as part of NAWL's goal to increase the number of women equity partners, women chief legal officers, and women tenured law professors to at least 30%.*

### 2<sup>ND</sup> ANNUAL MIX & MINGLE

*Debbie Robinowitz, SMU alumna, delivered opening remarks highlighting her own successful career at Jackson Walker while working an alternative schedule.*

### WOMEN'S INITIATIVE LEADERSHIP FORUM

*Susan Blakely, author of "Best Friends at the Bar" gave a firmwide presentation on how to develop effective leaders to meet the challenges for women lawyers.*

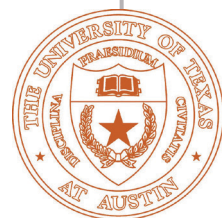


### POWERFUL PURSES, INC. LUNCHEON

*The luncheon recognized women who have had ground-breaking careers and extraordinary personal journeys. Former Fort Worth Managing Partner, Susan Anderson Halsey was honored as an extraordinary woman with a lasting legacy.*

### THE CENTER FOR WOMEN IN LAW AT THE UNIVERSITY OF TEXAS LAW SCHOOL AWARDS LUNCHEON

*The luncheon celebrates women leading the way toward change and progress across the legal profession.*



## DID YOU KNOW?

40% OF LATERALS HIRED AT JACKSON WALKER IN 2016 WERE WOMEN.





Debbie Robinowitz is the head of Jackson Walker's Finance section and leader of JW<sup>2</sup>. She is a member of the International Council of Shopping Centers, the Dallas Bar Association, and the State Bar of Texas. She is also a member of Attorneys Serving the Community and the National Charity League, and she is involved with Heroes for Children. She is an active volunteer at Greenhill School and the St. Mark's School of Texas, and she has served on the Board of Congregation Shearith Israel as well as the Board of Education of Congregation Shearith Israel.

**Debbie Robinowitz**  
Committee Chair



## NAWL'S "MEETING THE CHALLENGE" CONFERENCE

A discussion around programs and activities that allow women to obtain the skills, visibility, and opportunities needed to advance.

## AUTUMN AFFAIR

Co-chaired by associates Shari Mao and Amanda Crouch, the event highlighted women jurists of the community and trail-blazers of the Bexar County Women's Bar (BCWB). Shari is treasurer of the BCWB.

## SHELL ENERGY NORTH AMERICA WOMEN'S NETWORK QUARTERLY MEETING

Monica Blacker gave a speech on "Unconscious Bias: What to Do When You are Called Aggressive."

## "WOMEN IN THE KNOW" LUNCHEON TITLED "WAITING FOR SUPERWOMAN"

Dallas partner Mary Emma Karam moderated the event and Austin of counsel Amanda Bush took the stage to share tips on successful fundraising.



## MENTORING AT GIRLS, INC.

Women attorneys in Dallas met with a group of nine year-old girls from Girls, Inc. to candidly discuss their backgrounds and how they ended up practicing law.



"I ENJOYED SPENDING TIME AT GIRLS, INC. AND SPEAKING TO THE YOUNG WOMEN ABOUT MY PATH TO BECOMING A LAWYER. THE GIRLS WERE EXTREMELY POLITE AND ATTENTIVE AND SHOWED US THEIR APPRECIATION WITH A DANCE OFF. IT WAS ONE OF MY BEST FEELINGS OF "GIVING BACK" SINCE I BEGAN PRACTICING AND BELIEVE THE IMPACT ON THE GIRLS WILL LAST A LONG TIME." —MONICA BLACKER, PARTNER, DALLAS

# A PASSIONATE PURSUIT: INVESTING IN OUR FUTURE

One of the keys to creating a successful pipeline is engaging young minds early. Jackson Walker commits resources and time to mentor young, diverse students from grade school through high school and into college and law school.



## HOUSTON CHRONICLE CLASSROOM NEWSPAPER PROGRAM

This program, sponsored by Jackson Walker, affords students at HISD schools the opportunity to intern at The Houston Chronicle and learn firsthand about the working world.

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## "CAREERS-AT-A-GLANCE" SUMMER PROGRAM MANAGED BY CHANGE HAPPENS!

Houston partners gave short presentations on what they do on a day-to-day basis to young teens.

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## THE HBA'S COMMUNITIES IN SCHOOLS SUMMER INTERNSHIP PROGRAM

This program provides high school students an eight week internship at Jackson Walker. It is designed to expand career opportunities for high school juniors and seniors and give them a taste of what it's like to work at a law firm.

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## THE NATIONAL HISPANIC PRE-LAW CONFERENCE AND LAW FAIR

This fair gives hispanic law students the opportunity to make connections with other like-minded aspiring lawyers.

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## THE NATIONAL BLACK PRE-LAW CONFERENCE AND LAW FAIR

Every year, over 100 law schools from across the nation participate in this fair, which allows aspiring minority law students to network with attorneys and seek advice, mentorship and strategies to excel in law school.

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## THE UNIVERSITY OF HOUSTON LAW CENTER PRE-LAW PIPELINE PROGRAM

The program is designed to increase the diversity of law school applicants by providing preparatory resources for students who are first generation, low income, or members of groups underrepresented in the legal profession.

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## 2016 DIVERSITY & INCLUSION

# COMMUNITY VISIBILITY

### HOUSTON MINORITY BAR ASSOCIATION

Houston partner Chevazz Brown is leading an initiative to create the first Houston Minority Bar Association Coalition. The proposed network of diverse bar associations would work together to advance the cause of diversity in the legal profession through promotion of diversity and inclusion initiatives, education, networking, and professional development.

### SOUTH ASIAN BAR ASSOCIATION (SABA) OF HOUSTON

SABA is dedicated to ensuring the civil liberties and provision of legal services to the South Asian community in Houston with education about our legal system and encouragement of greater participation by the South Asian community in the legal profession and American government.

### ATTORNEYS SERVING THE COMMUNITY

The organization provides a unique opportunity to help charitable causes while networking with 400 female lawyers in Dallas, including many in-house lawyers who pool their time, talents, and resources to raise money for area nonprofits that serve women, children, and families.

### HOUSTON BAR ASSOCIATION'S AIDS OUTREACH

For the past three years, the Houston office has adopted families during the holiday season that have been affected by HIV/AIDS. The gifts provided by Jackson Walker and other HBA members make a huge impact on HIV/AIDS patients and their families. Houston associate Jamila Brinson is a past member of the committee.

### AUSTIN YOUNG LAWYERS ASSOCIATION'S (AYLA) ANNUAL NATIONAL DAY OF SERVICE

Since 2015, Austin partner Jorge Padilla has co-chaired the event, which is part of a nationwide celebration of the life and teachings of Dr. Martin Luther King, Jr. Each year, volunteers from AYLA and the Austin Bar Association spread across the city, to assist local non profit organizations.

### UNITED WAY YOUNG LEADERS' PROGRAM

Houston partner Amanda Shaw-Castro has been involved with the organization since 2009. A Young Leader of the United Way is a donor that is 45 years old or under and contributes \$1,000 or more annually to the United Way. As a Young Leader, Amanda has the opportunity to meet and network with many different community leaders, including a wide range of CEOs, entrepreneurs, and professionals who have devoted significant time and resources to the United Way during their careers. She participate in events that directly involve the people that benefit from her contribution to the United Way. Additionally, Young Leaders mentor students and teach kids about health and fitness.



# 2016 DIVERSITY & INCLUSION RECRUITING & DEVELOPMENT

Jackson Walker values diversity and constantly strives to recruit diverse talent at all levels. Our recruiting department participates in a variety of events targeting minority law students and attorneys. We understand that the talent we recruit not only benefits the firm, but our clients as well.

Throughout 2016, we participated in the following diversity focused recruiting and development events:

## Minority Opportunities in the Legal Profession (MOILP) Committee Summer Associate Luncheon

Partner Chevazz Brown is co-chair of the MOILP Committee, which encourages and promotes equal opportunities for minority lawyers in the legal profession and in the Houston Bar Association by developing and sponsoring educational programs.

## 1L LCLD Scholars Summit

More than 200 1L Scholars from all over the U.S. started their summer internships at LCLD member organizations by attending the 2016 1L LCLD Scholars Summit in Chicago, Illinois.

The Summit began with a series of mock interviews conducted by attorneys from LCLD member organizations in the Chicago area, followed by a full two-day agenda of presentations, networking exercises, panel discussions, and social interaction.

## Houston Diversity Council Summer Associates Reception

Houston Council Member Amanda Edwards delivered the keynote address, painting an inspiring vision of why Houston should be the market of choice for diverse legal talent in the country.

## Job Fairs

- SWBLSA Job Fair in Houston
- Sunbelt Minority Job Fair in Dallas
- On campus interviews at Texas Southern University Thurgood Marshall School of Law

## SCHOLARSHIPS

Jackson Walker contributes annually to organizations that help fund scholarships for diverse law students.

The firm is proud to support programs in association with :



**Hispanic Bar Association of Houston**  
Advancing Hispanics in the Legal Profession Since 1988.

UNIVERSITY of  
**HOUSTON**  
LAW CENTER

# PROVIDING GUIDANCE TO LAW STUDENTS

We believe in cultivating the skills needed for law students to develop into successful attorneys and leaders within Jackson Walker. Part of that commitment involves supporting programs that benefit the firm's incoming talent.

The firm is involved in a number of initiatives and development programs that provide opportunities for mentoring relationships and career development, including:

- **PracticePro Career Conference**
- **University of Houston Hispanic Law Students Association's Law Week**
- **Texas Southern University Thurgood Marshall School of Law**
  - Hispanic Law Students Association
- **National Black Law Students Association Joint Regional and National Board Retreat**
- **Houston Bar Association**
  - Minority Opportunities In The Legal Profession (MOILP) Informational Session Panel for the Thurgood Marshall School of Law
  - MOILP Annual Interview Workshop
  - MOILP Law Clerk Spring Boot Camp
- **Houston Young Lawyers Association's Inaugural Diversity Speed Mentoring and Networking Event**
- **Texas Minority Counsel Program (TMCP) Conference**
- **National Employment Law Conference (NELC)**

Since 2011, Jackson Walker has been an active member of the Leadership Council on Legal Diversity (LCLD), an organization made up of more than 265 corporate chief legal officers and law firm managing partners working to build a more open and diverse legal profession.

Managing Partner Wade Cooper is an active member and attends the LCLD's Annual Membership Meeting to help build on the organization's success in developing programs and initiatives.

Partner Marlene Williams was named Jackson Walker's 2016 Fellow of the LCLD. The Fellows Program is a year-long professional development series focusing on leadership, personal brand development, and relationship building, available exclusively to Fellows.

Associate James McFall was selected as the firm's first LCLD Pathfinder. The program is designed for diverse, high-potential, early career attorneys at LCLD member organizations. The goal of this program is to provide these "Pathfinders" with practical tools for developing and leveraging internal professional networks through relationship building skills, foundational leadership skills, and an understanding of career development strategies applicable to both in-house and law firm practice.



# MEET JACKSON WALKER'S NEW DIVERSE TALENT

We continue to explore new ways to expand the diversity of our applicants and intensified our efforts to recruit diverse candidates in 2016. Jackson Walker is incredibly proud to welcome the following new attorneys:



**RACHEL BIBLO**

Associate, Dallas // Bankruptcy



**MEREDITH BREWSTER**

Associate, Dallas // Real Estate



**JACLYN COVERT**

Associate, Austin // Corporate



**AMANDA DWORAK**

Associate, Houston // Real Estate



**FAITH JOHNSON**

Associate, Austin // Litigation



**ELISA KIM**

Associate, Austin // Corporate



**LINDSEY MARSH**

Associate, Dallas // Litigation



**TREY MCDONALD**

Associate, Houston // Litigation



**CINDY MURRAY**

Of Counsel, Dallas // Corporate



**ALYCA RILEY**

Associate, Austin // ERISA



**JESSICA SCHWARTZ**

Associate, Dallas // Corporate



**DEVANSHI SOMAYA**

Associate, Dallas // Litigation



"MANY ORGANIZATIONS TALK ABOUT DIVERSITY, BUT FEW ACTUALLY DELIVER LIKE JACKSON WALKER DOES. WE ARE A FIRM THAT COMMITS TO WHAT IT CHAMPIONS. SERVING ON THE FIRM'S DIVERSITY COMMITTEE SINCE JOINING IN 2016, I HAVE FOUND THE FIRM FROM THE TOP DOWN TO BE PROACTIVE IN MAKING DECISIONS THAT ENCOURAGE AND ACHIEVE DIVERSITY. JACKSON WALKER NOT ONLY PROMOTES DIVERSITY IN OUR RECRUITMENT AND ADVANCEMENT EFFORTS, AS OUR EFFORTS SHOW, BUT ALSO ENGENDERS A FIRMWIDE UNDERSTANDING OF THE BENEFITS OF INCLUSION IN ALL ASPECTS OF OUR PRACTICE AND CULTURE." — WASIF QURESHI, PARTNER, HOUSTON



**LAWTON CUMMINGS**

Senior Counsel, Austin // Litigation



**MARIO DOLAN**

Partner, Dallas // Corporate



**PATRICK DRESSLAR**

Associate, Austin // Litigation



**AMANDA LEATHERMAN**

Associate, Austin // Corporate



**MONICA LOPEZ**

Associate, Houston // Corporate



**REA MACKAY**

Associate, Dallas // Corporate



**ADRIANA PARRONDO**

Senior Counsel, Dallas // Real Estate



**LINDSEY POWERS**

Associate, Austin // Corporate



**WASIF QURESHI**

Partner, Houston // Litigation



**CALLIE WILLIAMS**

Associate, Austin // Real Estate



**ERIC WONG**

Associate, Dallas // Litigation

# MEET JACKSON WALKER'S DIVERSITY COMMITTEE

Our Diversity Committee, made up of both lawyers and staff, directs our goals and provides recommendations to improve our already diverse workplace. They ensure the firm actively recruits diverse talent, retains women and minority attorneys, and supports a variety of pipeline programs that provide diverse students with the opportunities to explore the possibilities of pursuing a career in law.



**CHEVAZZ BROWN**

Partner, Houston // Litigation



**ALICIA DULEBA**

Partner, Austin // Labor and Employment



**JOEL HEYDENBURK**

Partner, Fort Worth // Real Estate



**JORGE PADILLA**

Partner, Austin // Litigation



**JAMES PRAPPAS**

Partner, Houston // Immigration



**WASIF QURESHI**

Partner, Houston // Litigation



**ROBERT SOZA**

Partner, San Antonio // Litigation



**APRIL LEIBMAN**

Partner, Houston // Real Estate



**JERRY WEBBERMAN**

Partner, Austin // Real Estate

“SERVICE TO JACKSON WALKER THROUGH ITS DIVERSITY COMMITTEE PROVIDES ME A PLATFORM TO FURTHER IMPLEMENT JACKSON WALKER’S COMMITMENT TO DIVERSIFYING ITS WORKFORCE OF DYNAMITE ATTORNEYS.”

—CHEVAZZ BROWN, PARTNER, HOUSTON



**SUZAN KEDRON**

Partner, Dallas // Land Use



**SCOTT MCELHANEY**

Partner, Dallas // Labor and Employment



**CHRIS MUGICA**

Partner, Austin // Litigation



**BRUCE RUZINSKY**

Partner, Houston // Bankruptcy



**JOSH ROMERO**

Partner, Austin // Litigation



**JOAN SOSTEK**

Of Counsel, Dallas // Finance



**MARLENE WILLIAMS**

Partner, Houston // Labor and Employment



**ALESIA FOSTER**

Manager of Diversity Initiatives, Houston



**BRIDGETTE STAHLMAN**

Chief Recruiting Officer, Austin



## **AUSTIN**

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Suite 1100  
Austin, TX 78701  
512.236.2000

## **DALLAS**

2323 Ross Ave.  
Suite 600  
Dallas, TX 75201  
214.953.6000

## **FORT WORTH**

777 Main St.  
Suite 2100  
Fort Worth, TX 76102  
817.334.7200

## **HOUSTON**

1401 McKinney St.  
Suite 1900  
Houston, TX 77010  
713.752.4200

## **SAN ANGELO**

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325.481.2550

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210.978.7700

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903.255.3250

**[JW.com/Diversity](https://www.jw.com/Diversity)**

