



DIVERSITY & INCLUSION

2017 ANNUAL REPORT

*We believe diversity and inclusion make us better.
By actively recruiting, retaining, and advancing
a diverse team, we are better equipped to serve
our sophisticated, global clients and contribute to
making our communities better places.*

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MESSAGES FROM OUR COMMITTEE CHAIRS



BRUCE RUZINSKY | DIVERSITY COMMITTEE CHAIR

Jackson Walker provides an inclusive and supportive environment for all. We recognize that the success of our minority and women lawyers is essential to the success of our firm. As reflected in this Annual Report, we have made significant strides concerning the Firm's diversity. We will continue to proactively recruit, retain, invest in, and advance a diverse workforce while maintaining and expanding our inclusive environment.



MICHELLE MOORE SMITH | JW² COMMITTEE CHAIR

Jackson Walker Women (JW²) is a manifestation of the Firm's commitment to creating opportunities for our women attorneys to develop leadership skills and build strong networks. The programs and events that JW² hosts enable us to do that while also providing crucial support to the working women of the Firm.



At Jackson Walker, we believe that our differences make us stronger. The respect we have for our colleagues requires that we appreciate the unique backgrounds and perspectives that each brings to the workplace and that we provide a safe and welcoming environment. We take pride in the diversity of backgrounds and viewpoints among our colleagues. As a firm, we stand for diversity, inclusion, and a firm culture where we take our work seriously but not ourselves. That’s what makes us special – something I hear over and over again.

Having a team as diverse as our clients and our communities makes us a better, more vibrant and innovative law firm and a healthier place to work. We consistently rank among the top Texas firms in *The American Lawyer’s* Diversity Scorecard and are a multi-year top performer in the Leadership Council on Legal Diversity’s rankings. Yet, as a firm, we understand that diversity is not measured just by numbers, nor does inclusion flow simply from bringing diverse colleagues together. While we know there is more work to be done, we are proud of our progress and will continue to work to leverage our diversity to provide ever more innovative service to our clients.

Our firm has a long-standing commitment to the communities where we practice law, and we are particularly gratified that many of our diverse attorneys have become leaders in advancing the missions of a variety of organizations that make the world a better place. We invite you to learn about their efforts on the pages that follow. As a firm, through the efforts of our attorneys and our financial contributions, we proudly support a wide range of organizations that work to promote diversity and inclusion. We are honored to have been recognized for our assistance in advancing the missions of these critical groups.

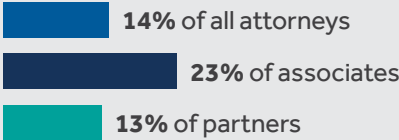
Our commitment to diversity and inclusion is critical to the firm’s mission and is the key to our future. As we continue along the path of progress, we strive daily to become more inclusive, caring, and supportive.


WADE COOPER
Managing Partner

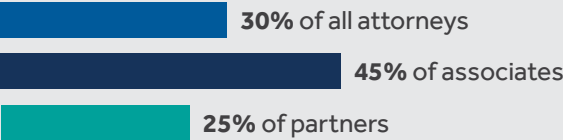
Diversity makes us better.

The various backgrounds our attorneys and staff bring to the Firm are the basis for our collaborative culture, which is focused on creating an atmosphere that encourages the generation of creative ideas in support of our clients’ objectives.

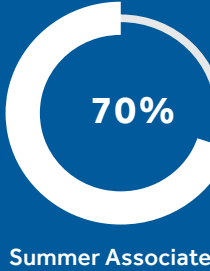
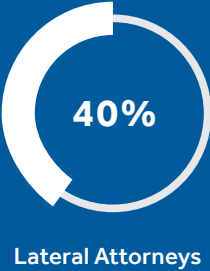
ETHNIC DIVERSITY



GENDER DIVERSITY



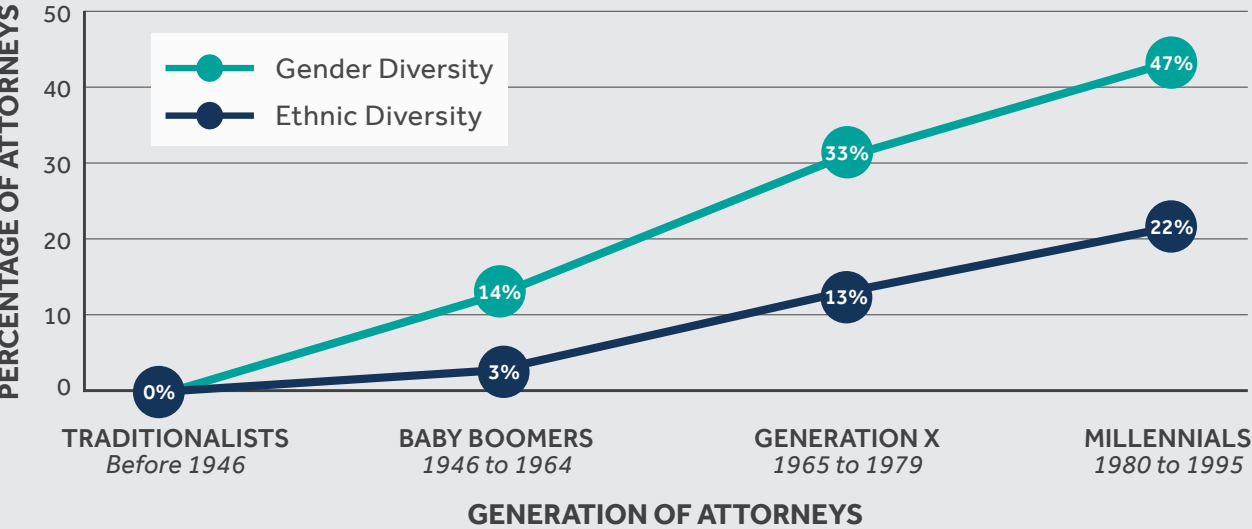
OUR DIVERSE NEW TALENT



FOR THE 8TH CONSECUTIVE YEAR,
+50%
OF NEWLY ELECTED PARTNERS WERE WOMEN & MINORITIES

With each new generation, we grow increasingly diverse.

Diversity is our future. Our multigenerational law firm includes actively practicing attorneys ranging from age 25 to 83. As Jackson Walker continues to grow, we are pleased to be able to report that each generation of attorneys practicing in the Firm is progressively more diverse.



IMPACTING COMMUNITIES

A long-standing and ongoing commitment to the community is an important part of Jackson Walker’s culture. Our diverse attorneys play a key role in local, regional, and national civic, charitable, and professional organizations.

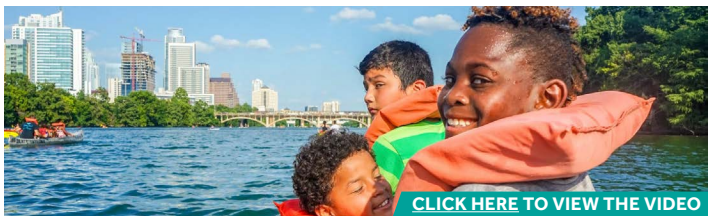
BRINGING SUNSHINE TO KIDS

Chris Mugica & Jorge Padilla, Board Members

Chris and Jorge volunteer their time with Austin Sunshine Camps, which has benefitted disadvantaged and at-risk children for almost 100 years.

“Sunshine Camps helps a community that sometimes gets overlooked here in the Austin area,” Jorge says. “It’s a great way for kids who wouldn’t have the advantage of going to a summer camp to get that experience and also get some great after school programs during the school year.”

Chris’ relationship with Sunshine Camps began when he was a camper at age 10. He has served on the board of the camps’ parent organization and of the Austin Sunshine Foundation. Jorge got involved after Chris



told him about the organization, and he has since been instrumental in organizing the Sunshine Run.

One thing Jorge enjoys most is transporting children to the camps, showing them parts of Austin they may not have seen before, like the Capitol or Lady Bird Lake.

“Working with Austin Sunshine Camps demonstrates Jackson Walker’s focus on serving our communities,” Chris says. “Community involvement is something that’s vital to the character of the folks here at Jackson Walker.”



RONALD MCDONALD HOUSE OF FORT WORTH

Joel Heydenburk, President

The Fort Worth chapter, of which Joel serves as President, includes the 57-bedroom House on 8th Avenue and the Ronald McDonald Family Room located in Cook Children’s Medical Center. In addition to this role, Joel serves on the Board of Directors of the Greater North Texas Chapter, which supports the well-being of children.



YOUTH ORCHESTRAS OF SAN ANTONIO

Shari Mao, Chair Elect

Youth Orchestras of San Antonio (YOSA) is the premier orchestral experience for youth in San Antonio. A Board of Directors member, Shari helps establish goals, objectives, and action steps in musical excellence and program growth, financial sustainability, school partnerships and outreach, rehearsal space and facility needs, and board development.

OUR NEW DIVERSE TALENT



ART CAVAZOS | Associate



MORGAN SCHWEINZGER | Associate



MEGAN DAVIS | Associate



ALLISON ALLMAN | Associate

PUSHING FOR A HEAD START

Chevazz Brown believes all children should have the same chance for success. That’s what motivated him to get involved in AVANCE-Houston, a nonprofit that serves the needs of low-income families through parent education and support programs.



“All Americans deserve the same opportunities,” Chevazz says. “AVANCE helps open up those opportunities to low-income communities that would not otherwise have them.”

As Director and Chair of the Governance Committee, Chevazz traveled to the State Capitol to lobby for support of the early childhood program Head Start. While in Austin, Chevazz met with Texas congressional delegates to share AVANCE’s mission and explain how it benefits communities. With continued bipartisan support, Head Start can help children ages 3 to 5 develop socially and physically to ultimately prepare them to enter kindergarten.

AVANCE’s impact on the Houston area—with over 6,000 parents and children served in 2016 alone—is what drew Chevazz to the organization. “Our mission is to unlock America’s potential by strengthening families in at-risk communities.”

Stronger families lead to greater opportunities for children of those families, and Chevazz is working hard to secure resources so that AVANCE can continue its mission.



WILLIE HORNBERGER | MAKING A DIFFERENCE WITH AVANCE-DALLAS’ LATINO STREET FEST

Willie expands Jackson Walker’s efforts to help the underserved Hispanic population through his participation with AVANCE–Dallas. AVANCE’s mission is to engage children, inspire parents, mentor teachers, and build communities through a dual-generational education program that develops cognitive skills to help children succeed and overcome poverty as a barrier. Willie has chaired the AVANCE-Dallas board and was instrumental in bringing its largest fundraiser, the Latino Street Fest, to downtown Dallas.



DALLAS THEATER CENTER

Suzan Kedron, Executive Committee Member

Suzan works to create a vibrant city by volunteering for organizations dedicated to improving Dallas. She serves on the Board of Trustees and Executive Committee for the Dallas Theater Center (DTC), a leading regional theater that performs to an audience of more than 90,000 annually. The Firm has supported the DTC since 2008 and, in September, celebrated with the theater for receiving the Regional Theatre Tony Award.



IMPACTING COMMUNITIES



FIGHTING MS THROUGH MEAT FIGHT

Mike Laussade, Director

Supporting the community is an essential aspect of diversity and inclusion that requires everyone to dedicate their time to ensure the needs of others are fulfilled. Mike supports this principle through his work as Director and General Counsel of Meat Fight, a Dallas nonprofit that raises funds for those living with MS. Meat Fight began in 2010 as a barbecue competition among friends. Two years later, the competition went public with 12 competing chefs from Dallas. Now, the popular event attracts over 1,000 people and is an annual highlight that typically sells out in less than an hour. To date, the organization has raised nearly \$1 million in the fight against MS.



SAN ANTONIO MEDICAL FOUNDATION

Stephanie Chandler, Committee Chair

In addition to her role leading Jackson Walker's Technology practice, Stephanie chairs the Grant Committee of the San Antonio Medical Foundation, which fosters collaboration among local healthcare and science institutions by awarding grants. These grants have helped research teams to fund discoveries regarding diabetic ulcers, surgical skin wounds, and similar injuries. Other groundbreaking studies have also involved the effect of maternal obesity and diabetes on a baby's growth and body composition.



FOUNDATION FIGHTING BLINDNESS

Randy Farber, Officer

Randy was diagnosed in the '80s with Retinitis Pigmentosa, a disease that causes gradual vision loss and often blindness. When his vision grew worse and blindness became a reality, he learned what tools were available to him to help continue his active legal practice. Now, Randy advocates for the blind, serving as a Board Member of the National Association of Blind Lawyers and an Officer of the Foundation Fighting Blindness in Houston. Randy also speaks on hiring disabled attorneys and embracing differences within the legal profession.

OUR NEW DIVERSE TALENT



SERENE ATEEK | Associate



JULIE H. SINGLETON | Staff Attorney



CARMEN DUSEK | Senior Counsel



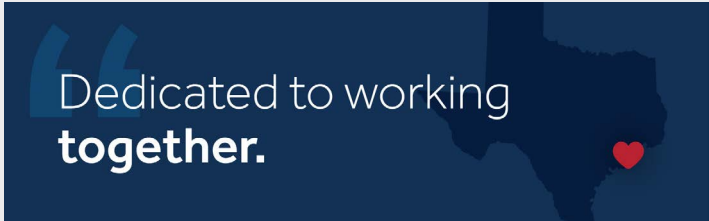
ALICIA FRENCH | Associate

HANDS-ON HELP AFTER HARVEY

In the wake of Hurricane Harvey, the Jackson Walker team came together to help those in need with hands-on support.

Priya Coffey led a Task Force of 28 attorneys and staff to collect monetary contributions, coordinate volunteer and pro bono efforts, and reach out to displaced clients and those in the legal community affected by the floods. The Task Force offered coverage for hearings and closings, office space, and technical support.

Sara McEown led the production of 13 articles and newsletters with helpful information on the insurance claims process, deadlines, tax tips, and other resources. This information was distributed to more than 20,000 individuals in the days following the storm, and it was shared across Houston. In fact,



a local church translated each of the newsletters into Chinese as a resource for its members.

An employee relief fund administered by the Task Force was funded by the Firm and donations from employees. The fund met urgent needs, and portions of the fund supported other Houston organizations.

In all, attorneys and staff volunteered more than 2,000 hours of time to provide relief to the Houston community.



HOUSTON BAR ASSOCIATION

Chevazz Brown, Committee Co-Chair



Photo courtesy of Houston Bar Association

Chevazz co-chaired the committee that planned and executed the 32nd Annual Eikenburg Fun Run to raise money for The Center, a United Way agency that offers people with intellectual disabilities the chance to reach their full potential. The event proceeds totaled over \$62,000, the fourth largest amount raised for a Fun Run in the committee's 32-year history. In honor of his work on the committee, Chevazz received the Houston Bar Association's President's Award.

NEW GENERATION OF ATTORNEYS CONTINUES JACKSON WALKER'S SPIRIT OF SERVICE

Our 2017 fall associates are active in several community organizations, including **Teach for America**, the **WW Caruth Jr. Child Advocacy Clinic**, the **Center for Women in Law**, **Volunteer Legal Services of Central Texas**, and the **ASPCA**. We are proud to welcome such a diverse group of attorneys who are also fluent in five languages in addition to English: Arabic, Gujarati, Hindi, Russian, and Spanish.

IMPACTING COMMUNITIES



BRUCE RUZINSKY | A CONVERSATION ABOUT DIVERSITY IN THE HOUSTON WORKFORCE

In May, Houston Public Media’s “Houston Matters” featured a panel discussion between Bruce, National Diversity Council founder Dennis Kennedy, and Yo Soy I Am President Ivette Mayo. The topic, “Do Houston’s Workplaces Reflect the City’s Diversity?”, focused on Greater Houston’s business community and the state of innovation, diversity in the workforce, and the opportunities and challenges facing businesses today.



LAMBDA LEGAL

Kathy Silver, Committee Co-Chair

Kathy co-chaired the Lambda Legal Houston Leadership Committee’s preparations for Equality’s Night Out. Lambda Legal’s nationwide strategy is to protect the rights of the LGBT community and everyone living with HIV. It is the nation’s first legal organization dedicated to achieving full equality for lesbian and gay people. Jackson Walker has hosted the Lambda Legal Dallas Leadership Committee Retreat since 2010 and has co-sponsored Equality’s Night Out in Houston for several years, with 30 of our attorneys actively participating in events around Texas.



GOLF FOR GRADS— ONEGOAL

Trey McDonald, Board Member

Since 2015, Trey has served as a member of the Young Advisory Board of OneGoal. In March, Trey joined the Houston community in showing support for the second annual Golf for Grads event. The tee-off competition raised awareness of OneGoal’s nationwide movement to encourage high school students to attend college and also celebrated a 79 percent college enrollment rate for OneGoal-Houston’s inaugural class. With the community’s support, the event raised about \$200,000 to fund seven new cohorts—over 175 students—to participate in the three-year program.

OUR NEW DIVERSE TALENT

ALISHA MEHTA | Associate

MICHELE SCHWARTZ | Partner

JORDAN NEWMAN | Associate

MEGHAN GRIFFITHS | Partner

ALLISON COOK | Associate

EMILY QUIROS | Associate

ABIGAIL HOGAN | Staff Attorney

LEISA PESCHEL | Partner

SCORING AN ‘A’ GRADE IN DIVERSITY

Our Austin office earned an ‘A’ grade in the Law Firm Diversity Report Card, which aggregates data on the hiring, retention, and promotion of racial and ethnic minorities and women at major law firms within the city for the past year. The report card, released in August 2017, provides grades for the 25 largest firms in Austin. Of the five firms that earned an ‘A’ grade, Jackson Walker was the only one to have done so for each of the past five years.



BEXAR COUNTY WOMEN’S BAR ASSOCIATION

Amanda Crouch & Shari Mao

The Bexar County Women’s Bar Association brings together women attorneys, legal assistants, and law students and provides a forum for women to exchange ideas. A member of the Board of Directors since 2016, Amanda chairs the Newsletter Committee. Another leader in the association is Shari, who serves as Vice President. In their roles, Amanda and Shari collaborate



with fellow organization leaders to promote equal justice under the law and to support Bexar County female attorneys through education, networking, mentoring, and social support systems.



DALLAS ASSOCIATION OF YOUNG LAWYERS

Ashley Withers, Director

Ashley has served the Board of Directors of the Dallas Association of Young Lawyers since she was elected in 2016. She has been involved since 2014, when she joined the Law Student Assistance Committee. She began co-chairing the committee in January 2015 and continues to serve in that capacity.



AUSTIN YOUNG LAWYERS ASSOCIATION

Jorge Padilla, President

Jorge was named President-Elect of this professional association dedicated to promoting justice via community service. Through its Board of Directors, AYLA organizes service programs annually, including its Women’s Resource Fair, Day of Service, and the Austin Bar/AYLA Leadership Academy.

OUR NEW DIVERSE TALENT

KATE WELLS | Of Counsel

ANTOINETTE WOOD | Research Attorney

ABBY ALDRICH | Associate

JACKIE WHEELER | Associate

NEVER FORGETTING THE SACRIFICES MADE

Five years before joining Jackson Walker as a Dallas associate, Justin V. Lee was serving as commander of an Army Chinook unit in Afghanistan with some of the most battle-tested fighters in the military, including commandos from the Navy’s SEAL Team 6. Justin’s unit called itself “Extortion Company,” and pilots like



Lee flew challenging missions at high altitudes over hostile environments and rough terrain, almost always at night.

Today, he speaks out about his experiences because he wants Americans to care about the military actions going on far from our shores.

Justin believes in keeping the memory of those who have offered to serve their country and lost their lives in the process. He wears a bracelet with the names of the five crew members of Extortion 17 (“one-seven”), the Chinook under his command that was shot down in Afghanistan on August 6, 2011. The incident killed all 38 occupants in the deadliest loss of U.S. forces during the Afghanistan war.

While the vast majority of attempts

to shoot down American helicopters fail, this one succeeded for one reason: chance.

“If this [operation] was survivable, that was the right crew to have. There was a lot of experience in that cockpit, the flight engineers, and the door gunners. It was a good crew, it really was. One of the best crews in my company.”

Justin remained in Afghanistan flying combat missions for eight months before returning home in spring 2012, completing his Army service, and graduating from SMU Law with honors.

“Over time, certain memories will fade, certain details will fade,” he said. “But one thing that doesn’t fade is never forgetting what they did.”

Having served around the world, military veterans provide a strong source of leadership ability, and talent, yet law firms are often slow to recognize the unique skills that veterans bring to the practice of law. Jackson Walker actively recruits veterans and ensures that their unique expertise is put to use for the benefit of our clients.



OUR MILITARY LEADERS



JOHN HOLDEN, CAPTAIN
AIR FORCE | 1968-1972



RAMAN DEWAN, CAPTAIN
AIR FORCE | 1983-1988



JIM STRUBLE, MAJOR
AIR FORCE | 1970-1995



BRECK HARRISON, SERGEANT, E-5
ARMY | 1988-1992



JOEL GLOVER, CAPTAIN
ARMY | 2005-2010



BOB RUCKMAN, CAPTAIN
ARMY | 1970-1978



WES STRICKLAND, CAPTAIN
MARINE CORPS | 1997-2002



BILL POWERS, LIEUTENANT
NAVY | 1967-1970



RYAN RIEGER, CAPTAIN
ARMY | 2006-2015



JUSTIN LEE, CAPTAIN
ARMY | 2004-2012



JUST
THE
FACTS



4 of the 5 military branches served

82+
YEARS

of cumulative
military service

WORKING FOR WOMEN

Jackson Walker Women, also referred to as JW², is an initiative dedicated to the recruitment, retention, and promotion of female professionals. Through its programs, JW² 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.

AROUND THE STATE



SUPPORTING WOMEN'S CAREER PATHS

Maternity Leave Mentoring Program

Created with input from women partners who have taken maternity leave, the program supports an expectant mother throughout her pregnancy and through her return to the practice. A female partner mentor works with the attorney, her practice group leader, and her practice mentor to ensure a smooth transition, whether it's on a traditional or alternative work schedule.

OnRamp Fellowship

Through participation in the OnRamp Fellowship program, Jackson Walker presents opportunities for top women attorneys to return to the practice of law after a hiatus. Once the yearlong fellowship concludes, Fellows who do excellent work receive professional references or, if a relevant position becomes available, may interview for a longer-term role. Such is the case for OnRamp Fellow Lawton Cummings, who accepted a permanent position with the Firm last year.



JW² LEADERS IN THE SPOTLIGHT



The Minority Corporate Counsel Association named Houston partner **Amy Baird** a 2017 Rainmaker in its Diversity & the Bar Rainmakers list. This annual publication highlights ten diverse lawyers nationwide who demonstrate excellent skills in business development.



Houston partner **Courtney Carlson** was appointed by State Bar President G. Thomas Vick Jr. to the State Bar of Texas Women in the Profession Committee. The committee promotes and elevates women attorneys in the legal field. Courtney is serving her first year of a three-year term.



San Antonio partner **Stephanie Chandler** was named a winner of the San Antonio Business Journal's 2017 Women's Leadership Awards. *The Texas Lawbook* also named Stephanie one of the top nine M&A dealmaking women attorneys in Texas.



San Antonio associate **Amanda Crouch** received the Belva Lockwood Outstanding Young Lawyer Award from the Bexar County Women's Bar Foundation. The award recognizes women attorneys who embody the characteristics of its namesake, Belva Lockwood, who was an attorney known for her advocacy for women's rights.



Dallas partner **Retta Miller** was named one of *Benchmark Litigation's* Top 250 Women in its Litigation 2017 list, recognizing leading female litigators in the U.S. This honor reflects her outstanding accomplishments and prominence as a trial lawyer.



Texas Lawyer recognized **Mary Emma Karam**, Dallas partner and business development chair, as a Distinguished Leader in its 2017 Professional Excellence Awards. Mary Emma was also named one of the Top 15 Business Women in Dallas by the National Women's Council, one of the National Diversity Council's Women's Initiatives.



San Antonio partner **Lauren Ciminello** was named one of the winners of the *San Antonio Business Journal's* 2017 Outstanding Lawyers Award. The award recognizes local attorneys who are not only successful and known for excellent performance in their field, but who are making a difference in their organizations, the legal industry, and the community.

30%
all attorneys

45%
associates

25%
partners



Lateral Attorneys



Fall Associates



Summer Associates

JW
WOMEN

BUILDING AN INCLUSIVE FOUNDATION

Nurturing young, diverse talent is critical to ensuring that the legal profession becomes progressively more diverse. At Jackson Walker, we are committed to building a diverse pipeline of legal talent to ensure we exceed our clients' expectations. We seek out and engage promising young people at all levels in the educational system to build commitment to the rule of law and support their interest in the legal profession. By participating in a variety of programs that cultivate top talent, we establish a strong recruiting platform to develop and sustain a diverse and inclusive workforce.

PRE-LAW OUTREACH

By supporting outreach to students from underrepresented communities during their high school and college years, Jackson Walker provides students with exposure to the legal system and the possibility of a career in practicing law. From conference presentations to scholarship support, internships, and informal meetings, Jackson Walker helps students understand the fundamental principles that underlie our justice system and the various opportunities available in the practice of law.



Bobby Bragan Youth Foundation

The Bobby Bragan Youth Foundation encourages middle schoolers to stay in school by awarding the promise of a college scholarship to selected students. By supporting the Foundation, Jackson Walker encourages students to plan for higher education and dedicate themselves to achieving their goal.



Bridge to Leadership

The Bridge to Leadership program spans the multigenerational gap within the workplace to provide opportunities for college students to learn about leadership in the workplace and career development and advancement.



ONEGOAL

The Firm's support of OneGoal furthers its mission to provide innovative and proven solutions to make college graduation a reality for students whose college prospects are limited. The program helps student Fellows make the academic gains necessary to ensure access to higher education and develops the mindset needed to be successful in college.



Project TRAIN

Project TRAIN (Training, Readiness, and Inclusion Network) supports those with special needs by creating and distributing materials to assist law firms and corporate legal departments hire and retain employees with cognitive disorders or other special needs.



Pre-Law Pipeline Program

By supporting the University of Houston Law Center Pre-Law Pipeline Program, Jackson Walker helps increase the diversity of law school applicants by providing resources that prepare interested undergraduate students from underrepresented groups for law school.

OPPORTUNITIES FOR PRE-LAW STUDENTS

For the past four school years, since the founding of Cristo Rey Dallas College Prep, Jackson Walker has served as a Corporate Partner of the **Cristo Rey Dallas Corporate Work Study Program**. By integrating a rigorous academic program with hands-on work in a professional environment, Cristo Rey Dallas allows families of all faiths with limited financial means the opportunity to provide their students with a high-quality, private, Catholic education. Through the program, a team of Cristo Rey student workers are hired to staff an entry-level position that allows them to earn a portion of their tuition and introduces them to the opportunities that a career at a law firm can provide.



In partnership with the Houston Bar Association's **Communities in Schools Program**, Jackson Walker helps provide high school students with insight into what it is like to practice law by providing an eight-week internship at the Firm. Houston partner Chevazz Brown has been a mentor in the program for a number of years. The Firm also supports the **Houston Chronicle Classroom Newspaper Program**, which affords students in the Houston Independent School District the opportunity to intern at the Houston Chronicle and learn firsthand about current events and issues facing the media.



In Austin, Jackson Walker supports the **Mickey Leland Environmental Internship Program** through partner Ben Rhem's service on the Advisory Board. The program has numerous objectives, one of which is to encourage minorities, women, and economically disadvantaged college and university students to develop an understanding of issues and policies related to the environment. The internship program allows undergraduate students to learn about environmental issues while gaining professional work experience with the Texas Commission on Environmental Quality or with other state agencies or private employers.



DAVID MORAN | PROVIDING DIRECTION TO CRISTO REY DALLAS COLLEGE PREP

In 2017, David joined the Board of Directors of Cristo Rey Dallas College Prep. The Board, which comprises business leaders and influencers who support the school's mission, makes major policy decisions, sets the school's direction, and assists with fundraising efforts and job recruitment for the work study program. David, Managing Partner of the Dallas office, has been with Jackson Walker since 1984.



BUILDING AN INCLUSIVE FOUNDATION

DIVERSITY CLERKSHIPS & JOB FAIRS

Jackson Walker takes advantage of a number of opportunities to identify top-notch diverse talent. By participating in minority job fairs and offering specific diversity clerkships, Jackson Walker ensures that it will have access to the widest possible pool of qualified candidates to fill its new associate openings.



LAW STUDENT OUTREACH

One of the challenges diverse students face in entering the legal profession is building a network that can provide support and advice on developing a professional resume, navigating the hiring process, and thriving in a competitive environment. By participating in law school outreach efforts, Jackson Walker helps law students build connections that they can benefit from throughout their legal careers.

NATIONAL

ABA Moot Court
In the 2017-18 moot court competition held in New Orleans, Louisiana, associate Trey McDonald helped mentor one of the quarter-finalists.

PracticePro Diversity
A legal education startup that coaches first-year law students. Partner Joel Heydenburk presented "Stand Out in the Crowd in the Hiring Process."

TEXAS

- Houston Bar Association Minority Opportunities in the Legal Profession Summer Associate Luncheon
- Houston Diversity Council Summer Clerk Reception
- Houston Young Lawyers Association Diversity Panel at South Texas College of Law
- Texas Southern University Thurgood Marshall School of Law panel presentation by associates Monica Lopez and Earl Latchey: "A Day in the Life of Large Firm and Corporate Law Attorneys"
- Texas Southern University Thurgood Marshall School of Law Black Law Student Association Banquet
- University of Texas Chicano/Hispanic Law Students Association Awards Banquet

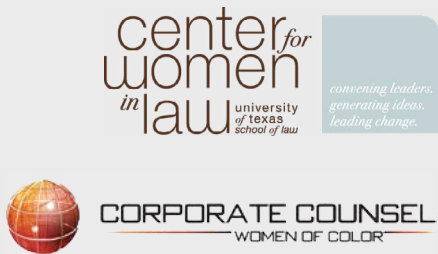
1L LCLD SCHOLARS SUMMIT

The 1L LCLD Scholars Program is designed to strengthen the legal pipeline by expanding the number of opportunities for diverse first-year law students. Jackson Walker joined more than 120 organizations in hosting scholars for a summer internship leading up to the 2017 1L LCLD Summit held in Philadelphia, Pennsylvania. Also, in October 2017, the Firm was recognized as a top performer at the LCLD's Annual Meeting in D.C.



GUIDING YOUNG LAWYERS

Jackson Walker's support for the development of young talent does not end once a candidate accepts a job offer. We help young lawyers—both at Jackson Walker and in the communities where we work—to become successful in their practices and to develop as leaders.



SERENE ATEEK
University of Texas Women in Law Accelerate: First-Year Associates Program

JUDY GARNER
Corporate Counsel Women of Color One Day Career Strategies Conference for Associates



PRIYA COFFEY & CHEVAZZ BROWN
Diversity in the Legal Profession Cocktail Event
Diversity Speed Mentoring and Networking Event



SHARI MAO
Leadership Council on Legal Diversity Pathfinder Program

NATE ST. CLAIR
Leadership Council on Legal Diversity Fellows Program



PRIYA COFFEY
Houston South Asian Bar Association presentation – "Rules of the Road: Career Advice for Young Lawyers"

CHRIS MUGICA | EMBRACING OPPORTUNITIES

Chris was born to teenage parents who divorced before he was 2 years old. He grew up in East Austin with nine siblings. Despite his humble upbringing, he was able to attend college and later law school. Now, Chris volunteers his time with an array of organizations providing opportunities to diverse young attorneys. In addition to mentoring young attorneys with the Austin Young Lawyers Association, he serves on the Texas Minority Counsel Program Steering Committee and regularly speaks on how to work with and retain top diverse talent.



SCHOLARSHIPS

Each year, Jackson Walker proudly supports scholarship programs for diverse students in association with:

- Austin Bar Association
- Dallas Hispanic Law Foundation
- Hispanic Bar Association
- Spouses of Houston Barristers
- University of Houston Law Center
- Thurgood Marshall School of Law

Diversity and inclusion enables us to better serve our clients and the communities in which we live and work. The Firm is proud of its accomplishments and those of its attorneys who represent our ongoing commitment to fostering greater inclusion and diversity.

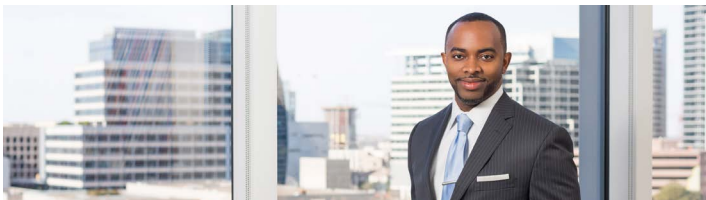
THE AMERICAN LAWYER | ‘TOP FIRM’ FOR DIVERSITY

Jackson Walker ranked as the third most diverse law firm headquartered in Texas, moving up 13 spots with a score of 28.1. The rankings list Am Law 200 and National Law Journal 250 firms based on the percentage of ethnically diverse attorneys employed in 2017. Our score, calculated by adding the percentage of diverse attorneys to the percentage of diverse partners, reflects the Firm’s efforts to attract, retain, and promote a diverse range of attorneys. By actively recruiting at law schools and events that serve a diverse group of students, the Firm has consistently grown the number of minority attorneys it employs each year. The Firm also supports a variety of pipeline initiatives that aim to provide opportunities to minority students.

ATTORNEY ACCOLADES

- Chevazz Brown**
Houston Bar Association President’s Award
- Courtney Carlson**
South Texas College of Law 2017 Young Alumni Award
- Willie Hornberger**
D Magazine Dallas 500 List
- Caren Luckie**
American Association of Law Librarians Distinguished Librarian Award

- Jorge Padilla**
Austin Young Lawyers Association President
- Leisa Talbert Peschel**
Texas Bar College
- Nate St. Clair**
‘Printing Industry Hero’
- Ashley Withers**
Director of Dallas Young Lawyers Association



PRINTING INDUSTRY HERO

Nate St. Clair

In an important printing industry whitepaper, Dr. Harvey R. Levinson recognized Nate for his work on behalf of printing industry companies in fighting “patent trolls.” Nate and a Jackson Walker team secured dismissals in multiple lawsuits that affected over 100 defendants. Levinson called Nate “an ‘Elliot Ness’ of the printing industry, fighting to protect the industry from the threats and extortion of patent trolls.”



HYLF FELLOWS

Courtney Carlson & Lindsey Moorhead

Every year, the Houston Young Lawyers Foundation Board of Trustees nominates individuals who are dedicated to the practice of law and the cause of justice. Each class is limited to no more than 1 percent of the Houston Young Lawyers Association membership. The purpose of this Fellowship is to recognize outstanding members of the local legal community and to support the charitable efforts of Houston’s young lawyers.

In November, the Texas Diversity Council, a state affiliate of the National Diversity Council (NDC), hosted its inaugural Texas Legal Diversity Week. The NDC’s mission is to connect and train top leaders in the legal field with a focus on promoting diversity and inclusion. This event brings together a diverse group of leaders to celebrate and advance diversity in the legal field. The following three attorneys were in attendance at this three-day event:

Debbie Robinowitz was named one of the Top 50 Women Lawyers of Dallas, and **Priya Coffey** was named one of the Top 50 Women Lawyers of Houston. These awards recognize women attorneys who have received a high degree of peer recognition for leadership excellence and professional expertise; exemplified a noteworthy commitment to fairness, equity, and justice in client representation and professional collaborations; maintained a superior level of integrity and dignity across the full spectrum of legal dealings and responsibilities; and demonstrated commitment to helping other women succeed.



Chevazz Brown was named one of the Top 50 Multicultural Lawyers of Houston. This award recognizes diverse attorneys who have demonstrated excellent leadership in the legal field; exemplified a commitment to fairness, equity, and justice in client representation and professional collaborations; received a high degree of peer recognition; and demonstrated leadership and commitment to community well-being and/or high visibility in the community.



CHAMBER OF COMMERCE LEADERSHIP PROGRAMS

Chamber of Commerce leadership programs help identify and motivate potential community leaders and provide the cities in which they are located with leaders who can work for positive change. Participants build valuable networks within the community, gain access to opportunities to become actively involved in community leadership, and form strategic alliances that will benefit the participants throughout their careers.

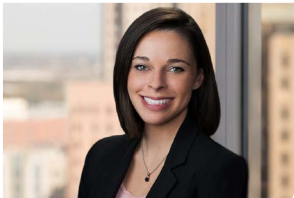
By sponsoring diverse attorneys for inclusion in these programs, Jackson Walker helps its nominees enhance their leadership skills and become actively involved in improving the quality of life in the regions in which they live.

- **Sara Chelette** – Leadership Dallas Alumni Association Board Member
- **Ann Leafstedt** – Leadership San Antonio
- **Jorge Padilla** – Leadership Austin Essential
- **Nate St. Clair** – Leadership Dallas




MEET OUR DIVERSITY COMMITTEE


Comprising both attorneys and staff, our Diversity Committee directs the Firm’s goals and provides recommendations to improve our diverse, inclusive workplace. The Committee ensures the Firm actively recruits and retains gender and ethnically diverse attorneys and supports pipeline programs that provide diverse students with opportunities to explore the possibilities of pursuing a career in law.




MELISSA BATES
Attorney Development
Coordinator, Houston




CHEVAZZ BROWN
Partner, Houston
Litigation




ALICIA DULEBA
Partner, Austin
Labor & Employment




JOEL HEYDENBURK
Partner, Fort Worth
Real Estate




SUZAN KEDRON
Partner, Dallas
Land Use




APRIL LEIBMAN
Partner, Houston
Real Estate




SCOTT MCELHANEY
Partner, Dallas
Litigation




CHRIS MUGICA
Partner, Austin
Litigation




BRAD NITSCHKE
Partner, Dallas
Litigation




JORGE PADILLA
Partner, Austin
Litigation




WASIF QURESHI
Partner, Houston
Litigation




DEBBIE ROBINOWITZ
Partner, Dallas
Finance




JOSH ROMERO
Partner, Houston
Litigation




BRUCE RUZINSKY
Partner, Houston
Bankruptcy




MICHELLE MOORE SMITH
Partner, Austin
Real Estate




JOAN SOSTEK
Of Counsel, Dallas
Finance



ROBERT SOZA, JR.
Partner, San Antonio
Litigation



BRIDGETTE STAHLMAN
Chief Recruiting Officer,
Austin



JERRY WEBBERMAN
Partner, Austin
Real Estate

SUPPORTING OUR LOCAL COMMUNITIES

AUSTIN

- Asian American Bar Association
- Austin Young Lawyers Association
- DivInc
- Equality Texas Foundation
- Hispanic Bar Association of Austin
- The Refuge for DMST
- Travis County Women Lawyers' Association



DivInc's Demo Days

DivInc is an accelerator program that aims to address the lack of diversity in the tech startup ecosystem by fostering the growth and development of ethnically diverse and women-led tech companies.



South Asian Bar Association

In Dallas/Fort Worth, Jackson Walker sponsored the association's Benefit Gala in October, supporting Mosaic Family Services, which provides shelter, legal assistance, case management, and counseling to survivors of domestic violence and human trafficking.



Association of Women Attorneys

Jackson Walker sponsored the Association of Women Attorneys (AWA) annual luncheon on March 1 in Houston. The AWA is an organization of attorneys, judges, and law students who seek to promote women and the interests of women in Houston's legal community.



Boys & Girls Clubs of San Antonio

Partner Jesse Lotay serves on the San Antonio Chapter Board and helped organize the Great Futures Annual Gala. The gala celebrated the addition of the Mays Family Clubhouse, expanding the chapter's outreach in the community to create an engaging space for 650 boys and girls living in poverty.

DALLAS/FORT WORTH

- Advantage Heroes Inc.
- Attorneys Serving the Community
- Human Rights Campaign Foundation
- Dallas Asian American Bar Association
- Dallas Hispanic Law Foundation
- Dallas Holocaust Museum
- Dallas NAACP
- Dallas Women Lawyers Association
- Dallas Women's Foundation
- First Command Educational Foundation
- Genesis Women's Shelter & Support
- Lambda Legal
- Nancy Lieberman Charities
- National Council of Jewish Women
- National Multicultural Western Heritage Museum
- Powerful Purses Inc.
- Texas Aspires
- Women's Business Council – Southwest
- Women's Energy Network North Texas Chapter

HOUSTON

- Asian American Bar Association
- Association of Women Attorneys Foundation
- Foundation Fighting Blindness
- Greater Houston Black Chamber
- Hispanic Bar Association of Houston
- Houston Bar Association AIDS Outreach
- Houston Business Journal, 2017 Women Who Mean Business
- Mexican American Bar Association
- The Women's Resource

SAN ANTONIO

- Asociación de Empresarios Mexicanos
- Autism Community Network
- Bexar County Women's Bar Foundation
- Project MEND
- San Antonio Hispanic Chamber of Commerce
- Women's Energy Network South Texas Chapter

SAN ANGELO

- Texas Business Women
- Children's Miracle Network Radiothon



Diversity & Inclusion

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