



# Diversity & Inclusion Report

JACKSON WALKER

2019





# 2019

## Our Commitment

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.



*Photo courtesy of Houston Young Lawyers Association and Dennis Walls Photography*



# Contents

2 // Reflections

4 // Recruitment

6 // Development & Advancement

8 // Inclusive Culture

10 // Community Advocacy

14 // Recognition

16 // Local Impact

For a look at our Diversity & Inclusion video and details about our commitment to D&I, visit [JW.com/diversity](http://JW.com/diversity).



## Reflections

### Message From Our Managing Partner

When I joined Jackson Walker in 1981, we had 55 people in one office. Since then, we've transformed from a small gentlemanly law firm in Dallas to a firm with offices in seven cities and more than 400 lawyers. Our culture has also improved, especially in terms of diversity and inclusion, as we realized the value of embracing the unique backgrounds and perspectives of our colleagues. I'm proud to have had a front-seat view as Jackson Walker has become one of the largest firms in Texas and a strong competitor on the national scale.



But what's the point of being competitive if you have a law firm you're not proud of? At JW, that means sustaining a diverse practice that reflects the clients and communities we serve. A lot of credit belongs to Bruce Ruzinsky, whose work over the past decade as Chair of the Diversity Committee will carry on as Suzan Kedron steps into this role.

We're proud of our people-centric culture and the success we have had over the years in how we recruit, develop, advance, and celebrate diverse talent, but there is more to be done. With change comes wonderful opportunities for growth, and I look forward seeing our mosaic take a new shape as we work to continue providing excellent service to our clients.

**Wade Cooper**  
Managing Partner

## Our Diversity & Inclusion Committee

From the top down, we express how significant diversity and inclusion are for the Firm through commitment, communication, and action. To ensure our entire practice promotes equality for all, our Diversity & Inclusion Committee, comprising both attorneys and staff, directs diversity-related goals and collaborates on best practices for implementing initiatives.



**Bruce Ruzinsky**  
*Outgoing Chair*  
Partner, Houston



**Suzan Kedron**  
*Incoming Chair*  
Partner, Dallas



**Melissa Bates**  
Attorney Development  
Manager



**Chris Mugica**  
Partner, Austin



**Joan Sostek**  
Of Counsel, Dallas



**Chevazz Brown**  
Partner, Houston



**Brad Nitschke**  
Partner, Dallas



**Robert Soza, Jr.**  
Partner, San Antonio



**Alicia Duleba**  
Partner, Austin



**Jorge Padilla**  
Partner, Austin



**Bridgette Stahlman**  
Chief Recruiting Officer



**Alex Frutos**  
Partner, Dallas



**Meghan Pier**  
Recruiting Manager



**Jerry Webberman**  
Partner, Austin



**Joel Heydenburk**  
Partner, Fort Worth



**Wasif Qureshi**  
Partner, Houston



**Scott McElhaney**  
Partner, Dallas



**Josh Romero**  
Partner, Austin



**Alisha Mehta**  
Associate, Austin



**Michelle Moore Smith**  
Partner, Austin



**Bruce Ruzinsky** | Outgoing D&I Committee Chair



**Suzan Kedron** | Incoming D&I Committee Chair

### What from 2019 are you most proud of, and what do you look forward to in 2020?

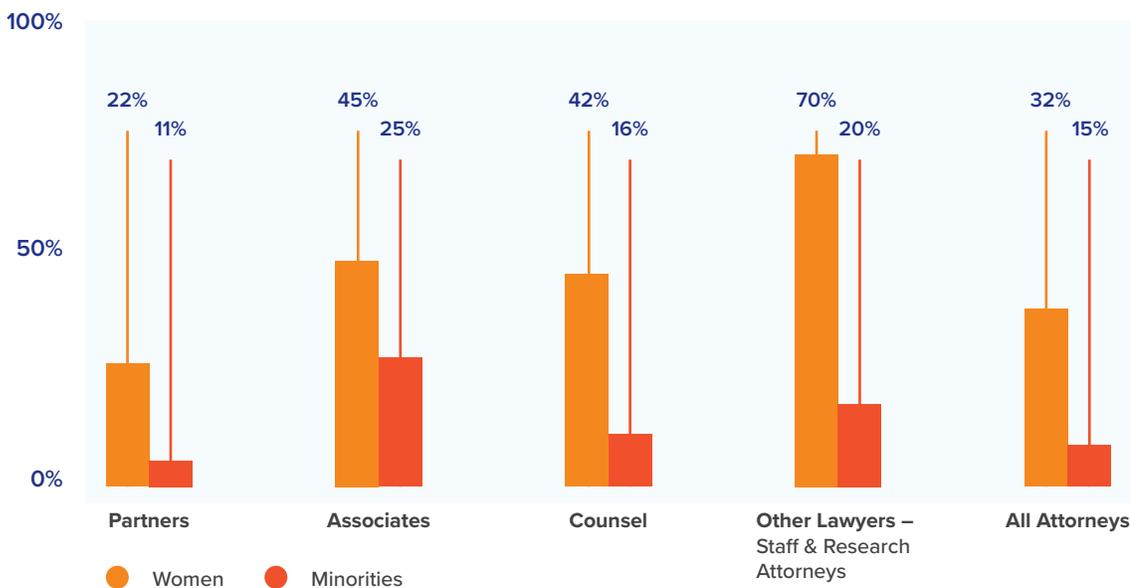
**Bruce:** “The most gratifying change is that at the management level. It is so great to have more women and diverse attorneys on the Management and Compensation committees, including Julia Mann, who had assumed the role of Managing Partner in San Antonio this past year. We have really increased the number of women and minorities participating in management. I want to see us do more, but it’s a nice start.”

**Suzan:** “One of the things we’d like to roll out in 2020 are small group conversations—either over lunch or dinner—to get a feel for what our clients need and what our attorneys need to enhance their practice as it relates to diversity and inclusion.”

// Explore **Julia Mann’s** new role as San Antonio Managing Partner on page 7.

## 2019: Key Reflections

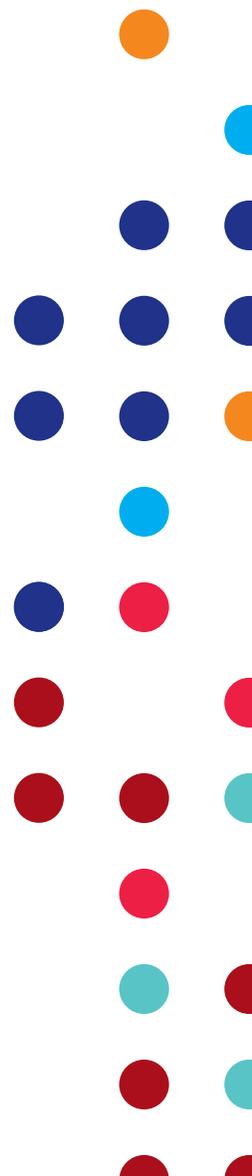
### Diversity Breakdown



**39%** 5 out of 13 newly elected partners are women

**48%** 9 out of 19 committees are led by women and minorities

**35%** of the attorneys who serve on our Management, Compensation, and Hiring committees are women and minorities



## Student Outreach

From high school leading up to State Bar admission, we're involved at nearly every stage of a prospective attorney's development. Through mentorship programs, networking events, and law school affinity groups, we are able to connect with students and help guide them in their pursuit of a legal career.



Hosted & attended

**33**

1L/2L events



Attended

**5**

job fairs



Participated in

**11**

law school  
interview programs



Outreach at

**20**

campuses



Supported

**9**

law school  
affinity groups



Partnered with

**15**

programs to connect  
with prospective  
attorneys

For students considering the law, we partner with the **Akins High School Law Pathway Program**, **Cristo Rey Dallas Corporate Work Study Program**, **Houston Bar Association's Project TRAIN** and **Communities in Schools Program**, **Houston Chronicle Classroom Newspaper Program**, **Houston Urban Debate League**, **Mickey Leland Environmental Internship Program**, **OneGoal Houston**, and the **University of Houston Law Center (UHLC) Pre-Law Pipeline Program**.

For law students, we participate in the following diversity job fairs and clerkships: **Association of Women Attorneys Foundation Pro Bono Fellowship Program**, **Austin Bar Association Diversity Fellowship Program**, **Houston Bar Association 1L Minority Summer Clerkship & Mentoring Program**, **LCLD 1L Scholars Program & Summit**, **PracticePro 1L Diversity Scholar Program**, and **Diverse Attorney Pipeline Program (DAPP)**.



# Recruitment

We believe the diversity of our unique backgrounds, experiences, and perspectives make us a better, more vibrant law firm. That's why we work to recruit and develop exceptional attorneys who are as diverse as our clients and have demonstrated the ability to lead, a commitment to excellence, and a desire to help the communities we serve.



Since the UHLC Pre-Law Pipeline Program's inception, Jamila Brinson has mentored student participants and spearheaded our involvement in the PreLaw Undergraduate Student (PLUS) Scholars Program. See page 14 for details about the Firm receiving the Diversity Champion Award in June.

*Photo courtesy of The University of Houston Law Center*



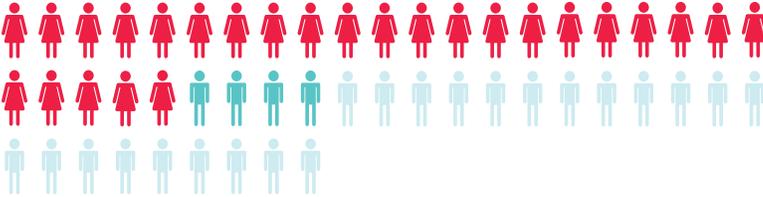
### Summer Associate Program

Every summer, we open up our offices to highly qualified JD students who are interested in private practice over the long term. Each summer associate is assigned an attorney who keeps in touch throughout the program and helps with integration into the Firm. Over the course of the program, students work on projects within their preferred practice areas and attend client meetings, closings, negotiations, depositions, trials, and courtroom hearings. We also offer a full social calendar in each city for summer associates to get to know each other and our attorneys.



### Welcoming Diverse Talent

The Firm is strengthened by hiring and training attorneys who have excellent academic records, demonstrated leadership ability, strong work ethic, and diverse backgrounds that reflect our clients and the communities we serve. As we continue to explore new ways to increase the diversity of our applicants, we are proud to have welcomed 51 attorneys over the past year—**30 of whom were women and minorities**.



Kathy Silver, Brad Nitschke, and Joe Guajardo attended the National LGBT Bar Association’s 2019 Lavender Law Conference in Philadelphia, during which Kathy served on a panel discussing best practices for lateral candidates.

*Photo courtesy of the National LGBT Bar Association*

## Supporting Our Future Leaders

We prepare incoming associates through an intensive weeklong **New Fall Associate (NFA) Orientation Program**. For associates at all levels, we provide continued training in substantive legal skills, critical professional skills (including leadership and legal ethics), and personal well-being, such as time and stress management.



The **Associate Mentor Program** facilitates career development by focusing on achieving legal skills benchmarks and competencies in leadership, management, and business development.



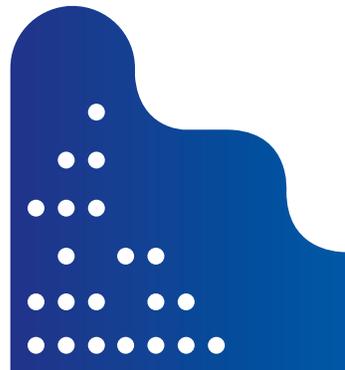
For attorneys at all levels, we select candidates who show high potential to become firmwide and community leaders to participate in leadership development programs. Through initiatives like the **Leadership Council on Legal Diversity (LCLD) Pathfinder Program**, we are able to provide opportunities for attorneys like **Shelisa Brock** and **Alisha Mehta** to acquire fundamental leadership skills, career development strategies, and tips for building professional networks and relationships.



# Development & Advancement

As we continue to grow increasingly diverse firmwide, we recognize the value of different perspectives among leadership. Of our 18 committees, nine are led by women and minority attorneys. Significantly, of the 23 attorneys who serve on our Management, Compensation, and Hiring committees, 35% are women and minorities.

**50% Diversity**  
Among Committee  
Leadership



## Promoting Standout Talent

Our **Pathway to Partnership Program** provides senior associates with the information and resources needed to make a smooth and informed transition into partnership. In February 2019, the Firm elected 13 associates to partnership—including **Jennifer Wertz, Carey Hain, Andee Hartig, Lindsey Moorhead,** and **Kati Orso**.

In 1985, Jackson Walker elected **Mary Emma Karam** to partnership—making her the first female associate to be named partner. In a Q&A with Mary Emma and one of the Firm’s most recent partners, **Lindsey Moorhead**, they each shared one piece of advice they would give a female lawyer seeking partnership:

**Mary Emma:** *“The main focus of your practice should be on service to your clients and the Firm. If that is your objective, you will learn about your clients’ work, seek to bring value to your clients which will enhance your relationships with them. You’ll also bring value to the Firm that will prepare you for partnership.”*



**Lindsey:** *“Don’t be afraid to ask questions. Be confident. There’s a reason you are in the position you are in—and it’s because you are smart and deserving.”*

## Earning a Seat at the Table

In 2013, **Julia Mann** earned her place as Chair of the San Antonio office’s Trial & Appellate Litigation practice, and this past February she was named Managing Partner of the San Antonio office. She is the first woman to hold this role since the office opened in 1991, and is the second-ever woman to serve as an office managing partner in the Firm’s 132-year history.



**Why does it matter to you to see more women in the legal profession and in leadership positions?**

*“Our court system is ultimately charged with the administration of justice and the resolution of all disputes. Within the legal profession, both entry and the opportunities to grow within in it must be open to all so that all citizens are represented.”*

**How are you involved with the Jackson Walker Women initiative?**

*“I have participated in the Jackson Walker Women (JW<sup>2</sup>) program from the outset and served as the San Antonio leader of the JW<sup>2</sup> initiative in 2016 and 2017. I have also served as a maternity mentor on two separate occasions.”*

## Inclusive Policies

We recognize that life doesn't stop when the workday begins. To help retain high-caliber associates and partners who require more flexibility in their time, we provide an **alternative work schedule** compatible with personal and family responsibilities and with the needs of the Firm, while maintaining the opportunity for professional growth. In addition, we ensure our policies reflect a supportive environment for all through an expressed **non-discrimination policy**, an **anti-harassment policy**, inclusive **benefits**, primary and secondary caregiver **family leave**, and **disability leave**.

## Jackson Walker Women

Over a decade ago, we launched the **Jackson Walker Women (JW<sup>2</sup>)** initiative to attract, retain, and promote women professionals. Through its programs, JW<sup>2</sup> creates opportunities for women attorneys to develop their professional skills and pursue leadership positions while supporting their efforts to balance work and family responsibilities.

Our **Maternity Leave Program** supports expectant mothers from pregnancy through their return to practice. Once an attorney notifies the Firm that she is expecting, she is assigned a female partner mentor whose responsibilities include working with the attorney's practice group leader and practice mentor to ensure a smooth transition.



**Devanshi Somaya** discussed her recent maternity leave on the "Women in Law on the Record" podcast.

*"As a second-year, I thought it was going to be a big hiccup in my career. That wasn't the case at all, and partners told me that. They said that is completely your choice, based on your family planning and what the right decision is for you. It has nothing to do with our firm, and we're going to be here to support you when you come back. And that's exactly what it was like. It was so seamless."*

In 2019, JW<sup>2</sup> facilitated more than 30 events to connect colleagues, mentors, clients, law students, and the community.



# Inclusive Culture

We're dedicated to contributing resources and creating policies that maximize opportunities for diverse attorneys to succeed and thrive. Initiatives including community programs, networking events, maternity leave policies, alternative work schedules, inclusive benefits, and support for veterans are making Jackson Walker and the broader legal industry ever more inclusive.



**Blooms & Bubbly**  
DFW JW<sup>2</sup> Happy Hour  
& Floral Design Class



**Spring Into Style**  
Houston JW<sup>2</sup> Event at  
Neiman Marcus



**Wine About Law**  
UT Women's Law  
Caucus (Abby Griffith  
& Larissa Garcia)



## In Memoriam: A Tribute to Carla Cox

Our friend and retired partner **Carla Cox** passed away in November, leaving a legacy within the Firm, the legal profession, and the Austin community. In her nearly 40 years of practicing law, Carla worked in the Texas Attorney General's Office, became a name partner at a law firm, and joined Jackson Walker in 1999. Upon her arrival at the Firm, Carla became the first woman to serve on our Management Committee. She also led the Austin office's Healthcare practice group and served on the Compensation Committee.

During her tenure on the Management Committee, Carla spearheaded our **alternative work schedule** policy after experiencing the perennial challenge of trying to balance work with caring for an aging parent.

*"Good law firms always have a few steadfast partners who are unwaveringly democratic, loyal, and focused on what's best for the next generation. Carla filled that role at Jackson Walker,"* our partner **Steve Moore** said.



## Veterans

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 legal practice. We're proud to share that eight of our attorneys have 68 years of cumulative military service in the U.S. Air Force and the Army.

During our Attorney Retreat in October 2019, associates **Justin Lee** and **Joel Glover** shared how fellow attorneys could apply lessons learned from their combat experiences in the military—Justin led a helicopter unit in Afghanistan, and Joel led an infantry unit in Iraq—to their own practices.

Also, in accordance with the terms of the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), employees are eligible for leaves of absence for military duty and reinstatement to employment. For employees called to active duty, the Firm offers compensation for a period of up to six months to make up the difference between their salary and pay received for military service.



## Windcrest/Northeast Bridge Builders

*James McFall, Co-Founder & Board Member*

Four years ago, a group of former student-athletes from Roosevelt High School in San Antonio—including **James McFall**—formed the Windcrest/Northeast Bridge Builders to help students strive for and achieve academic, social, and professional success through fundraisers like its Golf Classic and Annual Scholarship Contest.

During the third annual Golf Classic in May, Bridge Builders raised nearly \$8,000 and awarded two \$2,000 scholarships to a pair of Roosevelt seniors, one of whom is a Deferred Action for Childhood Arrivals (DACA) recipient. Next year, the group's goal is to have five scholarship recipients.



*Photo courtesy of Jose Arredondo*

## Open Door Preschools

*Josh Romero, Board Member*

Open Door Preschools operates three schools in central Austin serving more than 210 children of varied races, nationalities, socioeconomic groups, and developmental abilities. In October, Jackson Walker proudly sponsored the Fall Fête. To explore the Firm's dedication to supporting local organizations like Open Door, visit **page 16**.



## Covenant House Texas

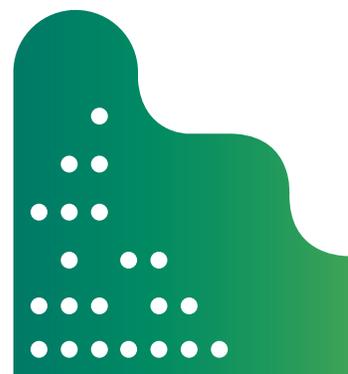
*Kurt Nondorf, Board Member*

Covenant House Texas provides shelter for homeless, abused, and abandoned youth between the ages of 18 and 24. Through a comprehensive model that includes counseling, training, and living programs, CHT helps young men and women transform their lives and get on a path to independence.



# Community Impact

A deep-rooted commitment to the community is an important part of our culture. We strive to promote altruism and leadership within the areas we live and work through serving at-risk communities, eliminating barriers, and promoting inclusion for all.



## Big Brothers Big Sisters

*DeReall Moore, Mentor*

Since attending Texas Christian University as an undergraduate, **DeReall Moore** continually mentors elementary and middle school students. As one of a limited number of black lawyers native to the Fort Worth area and the first person in his family to graduate from college, DeReall shares his career journey and the different higher education options. In addition to answering practical questions about college and careers, he also works with students who struggle with math and reading by engaging them and ensuring comprehension.



## Genesis Young Leaders

*Serene Ateek, Board Member*

Through her participation, **Serene Ateek** led Jackson Walker's support for the Genesis Young Leaders' sixth annual Masquerade Ball in February. The casino-style event raised over \$300,000 to provide safety, shelter, counseling services, and legal representation at no cost to 3,700 women and children escaping unspeakable violence each year.



## Women's Energy Network North Texas

*Monica Pace Messick, 2019 President*

Prior to her election as President, **Monica Messick** spearheaded the Women's Energy Network North Texas Chapter's mentoring program in 2018. During the Women in Law & Leadership Summit in October, Monica shared firsthand experience as a mentor within the Firm and as the former coordinator of the WEN North Texas Mentoring Program.



*Photo used with permission of Women's Energy Network and Matthew Rood Media*

## HYLA First Generation Attorneys

*Monica Lopez, Co-Chair*

**Monica Lopez** was appointed a Co-Chair of the newly formed Houston Young Lawyers Association (HYLA) First Generation Attorney Committee. During the Committee's first-ever Meet & Greet in September, Jackson Walker served as a co-sponsor and was represented by Monica, **Chevazz Brown**, **Bruce Ruzinsky**, and 2019 summer associate **Tiara Seals**. Following the Meet & Greet, Monica spoke in November at the Committee's inaugural panel series on "Finding Your Seat At The Table."



*Photo courtesy of Houston Young Lawyers Association and Dennis Walls Photography*

## Aiding the Underrepresented

Throughout the year, **Robert Soza** played a vital role in two local initiatives: Abode Contemplative Care for the Dying—a nonprofit, non-medical home that provides comfort to individuals at end-of-life—and the San Antonio Bar Association’s Community Justice Program.



### What led you to become involved with the Abode home?

*“My wife, Roxanna, and I first became involved with Abode when our son constructed a meditation labyrinth in the home’s outdoor garden as part of an Eagle Scout project. It was after the death of a loved one that our relationship with Abode strengthened. Now, both Roxanna and I are on the Board of Directors, and I served as President this year.*”

*It takes a visit to Abode to fully feel and understand the important work that the staff is doing – not just for the guests, but for all of San Antonio. Other than birth, the only universal experience we all share is that we will all die. We need places like Abode to begin the discussion about how we care for those we love in their final months, weeks, and days.”*

### What is the purpose of revitalizing the San Antonio Bar Association’s Community Justice Program?

*“The gap between those who can afford legal services and those who are locked out of our justice program has dramatically increased. No place is this more true than in Bexar County, which has the sixth-largest veteran population, and there is a huge unmet need in San Antonio due to lack of funding. To help fulfill that need, we have formed an independent Board of Directors and have already increased CJP’s funding and services.*”

*Additionally, CJP has increased the types of programs it offers and its geographical reach to neighboring counties. By extending representation in the area of eviction defense, CJP is able to help stem the increase in homelessness, and its criminal record expungement programs will help people qualify for college aid and other important social services.”*

## Hispanic National Bar Association

*Erica Giese, Deputy Region XII President*

The Hispanic National Bar Association (HNBA) Region XII covers Arkansas, Louisiana, Oklahoma, and Texas. As Deputy Region XII President, **Erica Giese** works closely with the region’s president to ensure the execution of the association’s programs by working with the HNBA Executive Committee and HNBA Affiliate and Associate Organizations in the region. In addition, Erica is a member of the HNBA’s Compliance and Ethics Section.



### Volunteer Legal Services of Central Texas

*Marilyn Montano Brown, Board Member*

For nearly 40 years, the Volunteer Legal Services of Central Texas has provided equal access to civil justice to low-income and indigent individuals, including veterans, seniors, domestic violence survivors, children, and their families.





## Texas Minority Counsel Program

Jackson Walker commends **Chevazz Brown**, **Chris Mugica**, and **Nate St. Clair** on the impact they have made in enhancing opportunities for minority, women, and LGBT attorneys within the Firm and the broader legal community—as demonstrated during the 27th Annual Texas Minority Counsel Program.

Held in November, the legal diversity conference featured client development and networking opportunities, CLE programs, and a Keynote Awards Luncheon, during which Chris took the stage to announce Chevazz as the TMCP Trailblazer of the Year Award honoree.

*“I am honored to have been named the TMCP Trailblazer of the Year. Most of all, I am grateful for the opportunity to help move our profession closer toward professional equality—equal access, equal opportunity,” Chevazz said.*

A member of the TMCP Steering Committee, Nate noted: *“Chevazz is a highly esteemed member of the legal community and is very deserving of this honor. I am proud to call him a colleague.”*

In addition to presenting Chevazz with the TMCP Trailblazer of the Year Award, Chris moderated a panel discussion on “Compassion Fatigue and Self-Care” as part of the professional development track of the breakout sessions following the awards presentation.

*“All too often, lawyers forget to prioritize their well-being. I am honored to have been asked to moderate this panel to raise awareness about the mental health issues confronting our profession,” Chris said.*



## Champions of Legal Diversity

As the national voice for diversity, the National Diversity Council (NDC) cultivates a network of affiliated councils to promote diversity and inclusion in the workplace and in the community at large. In continuing its efforts to shape the future of diversity, inclusion, and equality, the NDC hosts the Diversity & Leadership Conference every year. Held in April, the 15th annual conference featured a diverse lineup of renowned speakers, including our partners **Scott Fiddler**, **Suzan Kedron**, and **Wasif Qureshi**.



Following the conference, the NDC and its local state affiliate, the Texas Diversity Council (TXDC), honored Scott, Suzan, and Wasif—along with fellow partners **Jamila Brinson** and **Dawn Holiday**—leading up to and during the NDC’s third annual Houston Legal Diversity Week.

In addition to receiving an award during Legal Diversity Week, Jamila spoke on a panel during the

Prospective Law Student Symposium & Law School Fair held at the University of Houston Law Center, during which Jamila noted, *“Expectations can be hard. But I really love when I can take a case from A to Z. It can be painful, but when you’re done it’s this beautiful creation that’s been made. I love that process.”* To explore Jamila’s involvement with the UHLC Pre-Law Pipeline Program, visit [page 4](#).



## Firm Awards

### Vault's "2020 Best Law Firms for Diversity"

Jackson Walker was ranked among the best 30 U.S. law firms. The Firm placed No. 23 overall, including rankings for diversity for women (No. 4) and for racial minorities (No. 23).

### 2019 Diversity Scorecard

*The American Lawyer* recognized the Firm as the third-most diverse law firm headquartered in Texas. The Diversity Scorecard records the average number of full-time-equivalent minority attorneys—Asian-American, African-American, Latino or Hispanic, Native American, and self-described multiracial attorneys—at Am Law 200 and National Law Journal 250 firms during the 2018 calendar year.

### Austin 'A' Grade in Law Firm Diversity Report Card

Of the 14 firms that earned an 'A' grade, we are one of only three firms to have done so for the past seven years.



### Champion of Justice Law Firm

With more than 4 million Texans living below poverty and approximately 5.53 million qualifying for legal aid, the Texas Access to Justice Commission challenges law firms to participate in the Justice for All Campaign. This is the eighth consecutive year Jackson Walker was honored.

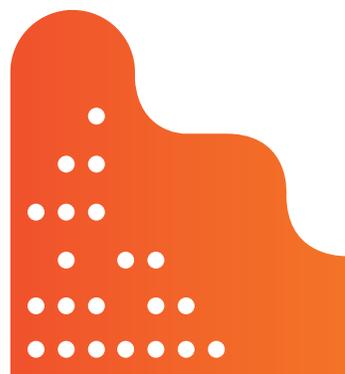
### UHLC Diversity Champion

The Diversity Champion Award recognizes and celebrates leading organizations for making meaningful strides toward improving diversity in the legal community.



# Recognition

As Jackson Walker becomes more diverse and inclusive, local, state, and national organizations have recognized the efforts of both the Firm and our attorneys. From increasing the number of diverse attorneys to leading efforts that promote inclusion throughout the Firm, our communities, and the legal profession, we are proud of the work we have done and the recognition we have received.



# Attorney Awards

Willie Hornberger | June 20



TXCPA Distinguished Public Service Award & AVANCE North Texas Inspirational Leadership Award

Robert Soza | August 22



San Antonio Bar Association President's Award

Suzan Kedron | October 24



Texas Diversity Council's 2019 Individual DiversityFIRST Leadership Award

Chevazz Brown | October 24



Texas Minority Counsel Program's TMCP Trailblazer of the Year Award

Lindsey Moorhead | October 25



South Texas College of Law Houston Young Alumni Award

Jamila Brinson | October 29



National Diversity Council's Top 50 Women Lawyers in 2019

Scott Fiddler | October 30



National Diversity Council's Diversity Champion Award

Wasif Qureshi & Dawn Holiday | October 31



National Diversity Council's Top 50 Multicultural Lawyers in 2019

Dawn Holiday | November 1



The National Black Lawyers Top 100

Jamila Brinson, Shelisa Brock, Judy Garner, & Trey McDonald | November 1



The National Black Lawyers' "Top 40 Under 40"

ABA Forum on Communications Law  
 American Campus Charity Foundation  
 Anti-Defamation League  
 Asian American Bar Association of Houston  
 Asian Pacific Interest Section, State Bar of Texas  
 Austin Asian American Bar Association  
 Austin Young Lawyers Association  
 AVANCE  
 Barbier-Mueller Fund for Vulnerable Children  
 and People with Special Needs  
 Bexar County Women's Bar Foundation  
 Big Brothers Big Sisters (Austin & Houston)  
 Black Tie Dinner  
 Black Women Film Preservation Project, Inc.  
 Bobby Bragan Youth Foundation  
 Boys & Girls Clubs (Austin & San Antonio)  
 Brighton Center  
 Business Council for the Arts  
 Camp Fire First Texas  
 Camp Gladiator  
 Catholic Charities  
 The Catholic Foundation  
 Center for Women in Law, University of Texas  
 School of Law  
 Central Texas Food Bank  
 ChildCareGroup  
 Children's Advocacy Centers of Texas  
 Clarity Child Guidance Center  
 Coalition of Black Excellence  
 Commemorative Air Force  
 Commercial Real Estate Women (CREW)  
 (Austin & Houston)  
 Communities Foundation of Texas  
 Corporate Counsel Women of Color

CoServ Charitable Foundation  
 Covenant House Texas  
 Cristo Rey Dallas  
 Cystic Fibrosis Foundation  
 Dallas 24 Hour Club  
 Dallas Area Habitat for Humanity  
 Dallas Association of Young Lawyers (DAYL)  
 Dallas CASA  
 Dallas Hispanic Law Foundation  
 Dallas Holocaust Museum  
 Dallas Volunteer Attorney Program  
 Dallas Women Lawyers Association  
 DivInc  
 Do the Write Thing Texas Challenge  
 Each Moment Matters // Presbyterian  
 Communities and Services  
 The Empowering High Power High Tea //  
 National Bar Association  
 emPOWERing Women Leadership  
 Conference // Gulf Coast Power Association  
 Equality Texas Foundation  
 Evelyn Rubenstein Jewish Community  
 Center of Houston  
 Experimental Aircraft Association  
 Family Compass  
 Family Houston  
 Family Service  
 First Command Educational Foundation  
 Floyd Real Estate's Austin Sunshine Camps Trivia  
 Freedom Alliance  
 Genesis Women's Shelter & Support  
 Greater Austin Asian Chamber of Commerce  
 Healing Hands Ministries  
 H.E.A.R.T. Fund Golf Tournament // Dave & Buster's  
 Hispanic Bar Association of Austin

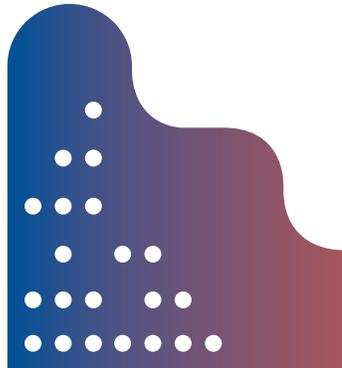


# Local Impact

We proudly partner with and contribute to local, regional, and national civic, charitable, and professional organizations that support and advocate for diversity and inclusion for all, including—but not limited to—the organizations listed here.



Monica Lopez, Kristhy Peguero, Jamila Brinson, and Bruce Ruzinsky participated at the 31st annual UNCF Annual Gala in November. As a member of the UNCF South Texas Leadership Council, Bruce has co-chaired the Houston Gala since 2014.



Hispanic Bar Association of Houston  
 Holocaust Museum Houston  
 Houston Legal Diversity Week // Texas Diversity  
 Counsel  
 Houston Young Lawyers Association  
 Houston Young Lawyers Foundation  
 Interface Children & Family Services and Kids &  
 Families Together // Semtech Charity Golf Tournament  
 International Aviation Women's Association  
 Japan-America Society  
 Juvenile Diabetes Research Foundation (JDRF)  
 Junior Achievement  
 Kids Matter  
 Lambda Legal  
 Leadership Counsel on Legal Diversity  
 Leadership San Antonio // Greater San Antonio  
 Chamber of Commerce & San Antonio  
 Hispanic Chamber of Commerce  
 Leukemia & Lymphoma Society  
 LGBT Scholarship Gala // Austin Bar Foundation  
 Literacy Instruction for Texas (LIFT)  
 March of Dimes  
 Meat Fight  
 Mexican American Bar Association of Houston  
 Mosaic Family Services  
 Mother Attorneys Mentoring Association  
 Murphy USA Charitable Foundation  
 National Association of Women Lawyers (NAWL)  
 National Bar Association Mid-Year Conference  
 National Diversity Counsel  
 The NEW Roundtable, Inc.  
 North Texas Food Bank  
 NuHope Golf Classic // NuStar Energy  
 Omega Home Network  
 OneGoal  
 Open Door Preschools  
 Plano Family YMCA  
 Powerful Purses  
 PracticePro  
 Project MEND  
 Recovery Resource Council  
 Resource Center  
 Retina Foundation of the Southwest  
 Ronald McDonald House of Fort Worth, Inc.  
 The Salvation Army  
 San Antonio Hispanic Chamber of Commerce  
 San Antonio Young Lawyers Association  
 Spouses of Houston Barristers  
 Small Steps Nurturing Center  
 South Asian Bar Association of Houston  
 South Texas College of Law Houston  
 St. Paul Methodist Church  
 Susan G. Komen Dallas County  
 Tarrant County Bar Foundation  
 Texas Access to Justice Foundation  
 Texas Council on Family Violence  
 Texas Law Disability Alliance // University of  
 Texas School of Law  
 Texas Minority Counsel Program (TMCP) // State  
 Bar of Texas Office of Minority Affairs

Texas Women Lawyers  
 Texas Women's Foundation  
 Thurgood Marshall School of Law Reception //  
 South Texas College of Law Houston  
 The TouchDown Club of Dallas  
 Travis County Women Lawyers' Foundation  
 United Negro College Fund (UNCF)  
 United Way – Austin & San Antonio  
 Vita Living  
 The WARM Place  
 West Orem YMCA  
 Windcrest/Northeast Bridge Builders  
 WiNGS Dallas  
 Women in Aviation International  
 The Women in Law & Leadership Summit //  
 CenterForce USA, Inc.  
 Women of Renewable Industries and  
 Sustainable Energy  
 Women Texas Film Festival  
 Women's Business Council Southwest  
 Women's Energy Network North Texas  
 Women's Law Society, South Texas  
 College of Law  
 The Women's Resource  
 YMCA of Metropolitan Dallas  
 Young Professionals in Energy



## Association of Women Attorneys Foundation Pro Bono Fellowship

Through her involvement on Board of the Association of Women Attorneys Foundation, Kristhy Peguero led Jackson Walker's support of the program, which provides pro bono fellowships for third-year female law students from Houston area law schools to work for the Tahirih Justice Center, Houston Volunteer Lawyers, and Kids in Need of Defense.

*The information in this publication, including our attorneys and their involvement, was accurate as of January 24, 2020.*

*For the most up-to-date information, please visit [JW.com/diversity](http://JW.com/diversity).*



AUSTIN | DALLAS | FORT WORTH | HOUSTON  
SAN ANGELO | SAN ANTONIO | TEXARKANA

[JW.com](http://JW.com)