

Listening. Learning. Engaging.

2020 | Diversity & Inclusion Report

Listen. Learn. Engage.

Throughout some of the most devastating economic downturns in history, Jackson Walker has proven resilient, and the COVID-19 pandemic is no exception.

However, the pandemic was not the only setback we all faced last year. As many in the U.S. and around the world stood against systemic racism and social injustice, we looked both within and beyond our Firm to form transformational relationships through dialogue. Our partnership with Pastor Richie Butler and Project Unity on Together We Dine events, and our new Diversity & Inclusion Hours, helped attorneys and staff to listen, learn, and engage with those from different backgrounds and to celebrate the great work of our diverse attorneys.

We also established four key areas we are calling **Pillars of Success** to affirm our commitments to support the growth and advancement of our diverse attorneys.

In the pages that follow, we highlight these Pillars of Success as they relate to our focus on creating a culture of inclusion, on seeking future partners who reflect the diversity of our clients and communities, on developing and advancing our next generation of leaders, and on bringing positive change to our communities.

Though 2020 was a tough year, we are grateful to consider how each of us connect with one another. While we have much more work to do, we will continue to listen, learn, and engage in order to create a more supportive Firm, a more just society, and a better world.



A handwritten signature in black ink that reads "Wade Cooper".

Wade Cooper | Managing Partner



A handwritten signature in black ink that reads "Suzan Kedron".

Suzan Kedron | Diversity & Inclusion Committee Chair

Suzan speaks about the work of the D&I Committee and her hopes for 2021 in a video at [JW.com/Suzan-2020-Diversity](https://www.jacksonwalker.com/Suzan-2020-Diversity).

Four Pillars of Success

Cultural Awareness & Human Resources



Recruiting



Professional Development / Advancement & Retention



Marketing & Business Development

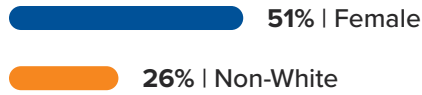


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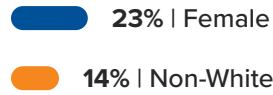
2020 in Review

Diversity Breakdown

Associates



Partners



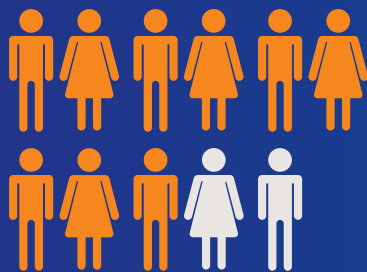
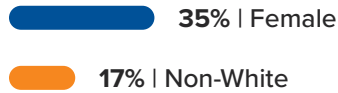
Counsel



Other Lawyers (Staff & Research Attorneys)



All Attorneys



9 of 11 newly elected partners are women and people of color



32% of attorneys who serve on Management, Compensation, and Hiring committees are women and people of color

New D&I Initiatives



6

Affinity Groups

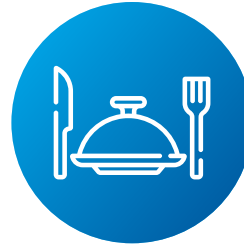
introduced (Abilities, Asian, Black, Hispanic, Immigrants, and LGBTQ+)



4

D&I Hours

hosted with attorneys and staff



6

Together We Dine

events hosted in collaboration with Project Unity

Awards & Recognition

2020 Top Performer

Recognized among the top 20% of law firms for participation in the Leadership Council on Legal Diversity



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

The Best Law Firms for Diversity

Ranked among the top 20 U.S. law firms for diversity for women (No. 13) and for racial and ethnic diversity (No. 11)



2020 Diversity Scorecard

Ranked among the top 95 U.S. law firms for diversity and the top 20 for percentage of Hispanic attorneys

THE
AMERICAN LAWYER

Inclusive Culture

Inclusive Policies

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**, **back-up care days for children and elderly family members**, **parental primary and secondary leave**, **family leave**, and **disability leave**.

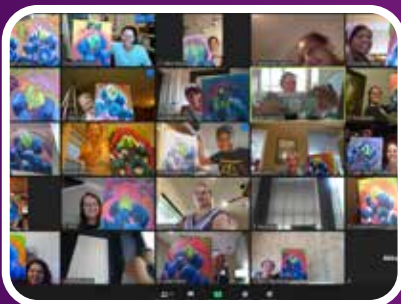
Jackson Walker Women

Over a decade ago, we launched the **Jackson Walker Women (JW²)** initiative to attract, retain, and promote women professionals. Through its programs, JW² creates opportunities for women attorneys to develop their professional skills and pursue leadership positions while supporting their efforts to balance work and family responsibilities.

Amid the COVID-19 pandemic, JW² transitioned live events to a virtual forum to help connect women attorneys with their colleagues, mentors, clients, law students, and the community.



Women's Business Conference—
February 2020



Painting With a Twist—July 2020



Paint Pour Party—October 2020

- **Women's Business Conference** — Jackson Walker served as the presenting sponsor of this event hosted by the Dallas Regional Chamber.
- **Houston Virtual Wine Tasting** — JW² attorneys in Houston took turns presenting a slate of wines and cheeses.
- **Houston Virtual Painting With a Twist** — JW² attorneys in Houston held a virtual Painting with a Twist event to connect with our 2020 female summer associates and interns.
- **San Antonio Paint Pour Party** — JW² attorneys in San Antonio held a paint pour party welcoming new fall associate Dani Mondragon.

Improved Accessibility

In addition to forming an **Abilities** affinity group for attorneys with disabilities and their allies, the Firm took steps to address our accessibility on our website to aid people with visual and hearing impairments by adding descriptions on our images and including transcripts of our podcasts.

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 nine of our attorneys have 88 years of cumulative military service in the U.S. Air Force and the U.S. Army.

Sharing Gratitude for Lessons Learned From Service

In observance of Veteran's Day, *The Texas Lawbook* spotlighted **Joel Glover** as he described how his time in the U.S. Army has impacted his life and career. To read a full excerpt, [visit our website](#).



The Army taught me how to separate what is essential from that which is only nice to have, and what endures from that which is only fleeting. The practice of law is my daily reminder of how important this profession is to an ordered nation of laws like ours and the American experiment that was guaranteed by those who have sacrificed more than any of us can ever imagine.

– Joel Glover



Pillar of Success | Cultural Awareness & Human Resources

Our Co-Leads:



Courtney White
Senior Counsel, Dallas



Sang Shin
Senior Counsel, Houston



Scott McElhaneey
Partner, Dallas

Following the national and global protests surrounding the conversation about race and justice, we invited our attorneys and staff to have more open and honest conversations and to share their different perspectives. To raise more awareness, we engaged in a series of discussions through our Together We Dine events and our Diversity & Inclusion Hours held for attorneys and staff.

– Courtney White

Recruitment

Student Outreach

From high school leading up to State Bar admission, we are 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.

Recruitment Breakdown

Hosted and
Attended



18

1L/2L
Events

Attended



3

Job
Fairs

Partnered
with



4

Pipeline
Programs

Participated
in



16

Law School
Interview
Programs

Collected
Resumes from



12

Schools

Registered
for



4

Virtual
On-Campus
Interviews

Supported



22

Law School
Affinity Groups

For students considering the law, we partner with the **Houston Bar Association's Communities In Schools of Houston** summer legal internship and **Project TRAIN**, **Houston Urban Debate League**, **University of Houston Law Center (UHLC) Pre-Law Pipeline Program**, **University of Houston Urban Experience Program's Summer Bridge Program**, **University of Texas Minority Women Pursuing Law**, and **Southern Methodist University Pre-Law Scholars Program**.

For law students, we participate in the following diversity job fairs and clerkships: **Leadership Council on Legal Diversity's 1L Scholars Program & Summit**, **PracticePro 1L Diversity Scholar Program**, **Lavender Law Conference and Career Fair**, **Southeastern Minority Job Fair**, and **Southwest Black Law Student Associations Job Fair**.

To connect with law students, we supported the following law school affinity groups: **Asian Pacific American Law Student Association** (South Texas and SMU); **UT's Asian Pacific Law Student Association**; **UHLC's Asian Law Student Association**; **Black Law Student Association** (SMU, UH, South Texas, and WashU); **UT's Chicano Hispanic Law Student Association**; **Hispanic Law Student Association** (UHLC, SMU, and South Texas); **SMU's Muslim Law Student Association**; **UHLC's Muslim Legal Society**; **UT's OutLaw**; **SMU's South Asian Law Student Association**; **UT's Thurgood Marshall Legal Society**; **UT's Texas Law Disability Alliance**; **SMU's Women in Law**; **South Texas' Women's Law Society**; and **UT's Women's Law Caucus**.

Diversifying the Legal Profession, One Student at a Time

Pre-Law Pipeline Program

Designed to help members of underrepresented groups in the legal profession, the **University of Houston Law Center's Pre-Law Pipeline Program** provides crucial support, including LSAT training, introductory classes, internships, and professional development workshops, to help students become familiar with the processes of getting in and succeeding in law school.

In addition, our Firm provided a first-year law student with a stipend and legal internship and a scholarship to offset the cost of their law school books.

In Jackson Walker's *Fast Takes* podcast, partner and program mentor **Luke Gilman** joined UHLC's Law Dean Leonard Baynes and student participant Jordyn Simmons in discussing its mission and the value of attracting diverse talent to law schools. [Tune into the episode here »](#)

Summer Associate Program

Every summer, we invite highly qualified JD students who are interested in private practice to participate in our **Summer Associate Program**. At the start of the program, Jackson Walker hosts a panel discussion focused on diversity and inclusion, with Diversity & Inclusion Committee Chair **Suzan Kedron** sharing the Firm's efforts and future goals. Throughout the program, each summer associate is assigned an attorney who provides guidance, mentorship, 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 social calendar in each city for summer associates to get to know each other and our attorneys. At the conclusion of this year's program, Suzan met with each summer associate for a one-on-one exit interview, during which she offered to be a resource as they embark on their next academic year.

Vault's Top 10 Best Summer Programs



#7

Overall Ranking



#3

Social Experiences



#5

Attorney Interactions

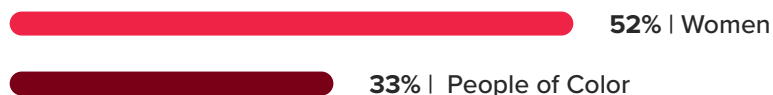


#7

Career Development

Diversity Breakdown

Summer Associates



Meet Our New Diverse Talent

The Firm is strengthened by hiring and training attorneys with demonstrated leadership ability, strong work ethic, and diverse backgrounds and experience that reflect our clients and the communities we serve. As we continue to intensify our efforts to recruit diverse talent, we are proud to have welcomed the following women and diverse attorneys in 2020.



Marisela Gonzalez
Partner
Dallas



Sierra Quinonez
Partner
Fort Worth



Genevieve Graham
Senior Counsel
Houston



Heather Heartfield
Senior Counsel
Houston



Michelle Miller
Senior Counsel
Houston



Dana Murphy
Senior Counsel
Dallas



Kate Wells
Of Counsel
Fort Worth



Kate Goodrich
*Governmental Affairs
Consultant*
Austin



Katie Brown
Associate
Dallas



Lauren Ceckowski
Associate
Dallas



Tori Coates
Associate
Austin



Elizabeth Cone
Associate
Houston



Allison Cook
Associate
Dallas



Gracie Garcia
Associate
Dallas



Ebony Harris
Associate
Houston



Bailey Jones
Associate
Fort Worth



Daniel Maldonado
Associate
San Antonio



Dani Mondragon
Associate
San Antonio



Rachel Saunders
Associate
Dallas



Tiara Seals
Associate
Houston



Colton Tobias
Associate
Houston



Lauren Zang
Associate
Dallas

Welcoming Diverse Attorneys

New Fall Associates

Jackson Walker connects with attorneys from the start and fosters a supportive environment where they can learn from established leaders within the Firm.

Upon graduation from law school, incoming associates undergo 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.

In 2020, the Firm proudly welcomed 13 recent law school graduates to expand the bankruptcy, corporate, litigation, and real estate practices—10 of whom are women and people of color.

Lateral Attorneys

The Firm's culture and commitment to excellence have been major factors in its economic success. That is why we seek talented lateral attorneys who enhance the Firm's personality, diversity, culture, and focus on human values. As we continue to explore new ways to increase the diversity of our applicants, we are proud to have welcomed 18 practicing attorneys over the past year—11 of whom are women and people of color.



11 of our 13 new fall associates are women and people of color (**85%**)



11 of our 18 new lateral attorneys are women and people of color (**62%**) vs. 59% in 2019 and 47% in 2018



Pillar of Success | Recruiting

Our Co-Leads:



Luke Gilman
Partner, Houston



Trey McDonald
Partner, Houston



Brian Prewitt
Partner, Austin



Amanda Shaw-Castro
Partner, Houston

We recognize that our success in the future is the direct result of our actions in the present. Our Recruiting Pillar of Success focuses on two areas: connecting with students in law school and finding talented lawyers who have already built strong practices.

– Trey McDonald

Development & Advancement

Supporting Our Future Leaders

Within the Firm, we offer a number of developmental programs that provide opportunities for associates to grow their skills. Our **Associate Mentor Program** facilitates career development by focusing on achieving legal skills benchmarks and competencies in leadership, management, and business development.

We also provide a **Business Development Mentor Program** that pairs associates with partners who excel in business development to help participants meet specific goals aligned with their personal career objectives over the course of a year. We continue to build upon this program with our **Pathway to Partnership Program**, which provides senior associates with information and resources needed to make a smooth and informed transition into partnership.

Our **Emerging Leaders Program** teaches associates skills to develop into great leaders and offers support and funding to take leadership positions in the community and within Jackson Walker. 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 our partnership with the **Leadership Council on Legal Diversity (LCLD)**, we are able to provide opportunities for attorneys to enhance fundamental leadership skills, explore career development strategies, and receive tips for building professional networks and relationships.

Breaking the Glass Ceiling

During the first quarter of 2020, Jackson Walker saw two women attorneys step into firmwide leadership positions:

- **Priya Coffey**, Houston Managing Partner
- **Suzan Kedron**, Diversity & Inclusion Committee Chair

Notably, Priya and Suzan are the first people of color to hold these positions, with Priya as the third woman to serve as an office managing partner and Suzan as the first woman to lead the Diversity & Inclusion Committee.



“When I started at the Firm, I was the only diverse person in my section and on my floor. What I love about JW is we’ve always adapted and grown, and they let me be me. I know a lot of my friends who have gone to other places felt like they needed to conform.”

– Priya Coffey



“Although the year has been crazy and there has been a lot of tragedy, my work with diversity and inclusion and my land use practice were opportunities for me to really have a hand in making our community a better place and help contribute to making the world better, as well.”

– Suzan Kedron

Diversity Among Leadership

- **Sue Ayers**, *Chair of Paralegal Committee*
- **Chevazz Brown & Nate St. Clair**, *Co-Chairs of Mentorship Committee*
- **Priya Coffey**, *Houston Managing Partner*
- **Suzan Kedron**, *Chair of Diversity & Inclusion Committee*
- **Julia Mann**, *San Antonio Managing Partner*
- **Brad Nitschke**, *Chair of RFP Committee*
- **Katherine Staton**, *Chair of Billing & Collection Committee*
- Management Committee members (3/9 are women) – **Priya Coffey, Julia Mann, and Debbie Robinowitz**
- Hiring Partners Committee members (1/7 is ethnically diverse) – **Jonathan Neerman**
- Compensation Committee members (6/16 are women or ethnically diverse) – **Amy Baird, Priya Coffey, Julia Mann, Virginia Mimmack, Debbie Robinowitz, and Michelle Smith**
- Practice group leaders (11/30 practice areas are led by women and people of color) – **Jennifer Caughey** (Appellate), **Lauren Ciminello** (Family Office/Corporate & Securities), **Raman Dewan** (Intellectual Property), **Retta Miller** (Arbitration & Business/Commercial Litigation), **Virginia Mimmack** (Healthcare), **Emilio Nicolas** (Entertainment Law), **Debbie Robinowitz** (Finance), **Kathy Silver** (Energy Litigation), **Robert Soza** (Environmental Litigation & Toxic Tort), and **Katherine Staton** (Aviation)



32%

of members on our Compensation, Hiring, and Management committees are women, people of color, and/or openly LGBTQ+



Pillar of Success | Professional Development / Retention & Advancement

Our Co-Leads:



Amy Roberts
Partner, Dallas



James McFall
Partner, Dallas



Marisela Gonzalez
Partner, Houston

We recognize that our people are our greatest strength. To ensure our attorneys reach their maximum potential and achieve their goals, we have an Attorney Development team and a Mentorship Committee dedicated to supporting each individual's personal and professional growth through thoughtfully planned training, mentorship, and leadership development.

– Amy Roberts

Community Involvement

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.

Fighting Injustice in the Criminal Justice System

Our dedicated pro bono program helps ensure equal access to justice by all members of society—including those who are serving time in prison for non-violent drug convictions and who were convicted by non-unanimous juries. Some of our recent efforts include:



Buried Alive Project

From preparing initial petitions for compassionate release to stand-up opportunities in court, our Dallas attorneys assist former in-house attorney Brittany Barnett and her initiative, the Buried Alive Project, which fights injustice in the criminal justice system by reviewing cases of people who have received life sentences for non-violent drug convictions.



Promise of Justice Initiative

With over 800 people jailed—some for life—under what was an expressly racist statute, the New Orleans-based Promise of Justice Initiative advocates for humane, fair, and equal treatment of individuals in the criminal justice system. To help lighten the load, JW helps represent these individuals in seeking a new trial by filing habeas petitions seeking to invalidate their convictions by non-unanimous juries.

Volunteer Legal Services of Central Texas

Meghan Griffiths, *Volunteer*

Through her involvement, **Meghan Griffiths** has volunteered her time to help a family with a guardianship case after they were orphaned due to the COVID-19 pandemic. As of January 2021, the case is ongoing.



Genesis Young Leaders

Serene Ateek, *Board Member*

Through her participation on the board of Genesis Young Leaders, **Serene Ateek** led Jackson Walker's support of the Masquerade event, which raised more than \$200,000 to benefit women and children who have experienced domestic violence.



AVANCE–North Texas

Willie Hornberger, *Director*

As a director of AVANCE–North Texas, **Willie Hornberger** hosted a kickoff breakfast leading up to the Latino Street Fest, which takes place in April 2021. Co-sponsored by Jackson Walker, the free family event celebrates the vibrant Latino culture in North Texas and takes place at Klyde Warren Park in Dallas.



Chad West, Willie Hornberger, Rob Ahlander, and Brady Cox at the **Latino Street Fest Kickoff Event** prior to the COVID-19 pandemic.

The WARM Place

Joe Regan, *Board Member*

Since opening its doors in 1989, The WARM Place has provided year-round grief support services to more than 38,000 children and their families at no cost to beneficiaries. **Joe Regan** first became involved with The WARM Place following the death of his brother in 2005. Since then, Joe has increased his involvement to serve on the Board of Directors, and in 2018, he was named Board President.

San Antonio Legal Services Association

Robert Soza, *Board President*

Through **Robert Soza's** leadership, the San Antonio Legal Services Association (SALSA) helped provide free civil legal services to frontline workers and residents at risk of eviction amid the COVID-19 pandemic. In addition to SALSA, Robert makes a positive impact on the San Antonio community through his involvement as President of the Board of Directors of Abode Contemplative Care for the Dying, a nonprofit, non-medical home that provides loving, round-the-clock care for guests at end of life.

Women's Business Conference

Retta Miller, *Founding Chair*

Through **Retta Miller's** leadership as Founding Chair of the Women's Business Conference, Jackson Walker served as a presenting sponsor of the Dallas Regional Chamber's 23rd annual conference held on March 10. During the conference, her mentee Amy Osberg Roberts was featured in a video discussing Retta's impact. [Watch the video »](#)



Bridging the Cultural Divide in the Law

In addition to maintaining a demanding litigation practice, **Chevazz Brown** devotes his personal time to moving the legal profession closer toward equal access and opportunity through his work with the Coalition of Houston Diverse Bar Associations and his newly launched online legal directory, DiversePro, which helps members of underrepresented communities find local counsel who understand them and their situation on a personal level.

In the *Lead2Lead* podcast, Chevazz was featured discussing the Coalition, his path to practicing law, his Leadership Houston experience, and launching DiversePro. [Listen to the podcast »](#)



“The legal profession is one of the least diverse professions in America, and I think for underrepresented communities, that creates access barriers and limitations in the quality of legal representation that they receive.”

– Chevazz Brown

HYLA First Generation Attorneys

Monica Lopez, *Podcast Producer*

A former co-chair of the Houston Young Lawyers First Generation Attorneys Committee, **Monica Lopez** co-founded and produced *The Stories of First Generation Attorneys* podcast to amplify the voices and stories of Houston-based attorneys who are the first in their family to practice law. [Explore Monica’s story, which was featured on the podcast »](#)



Asian American Bar Association of Houston

Sang Shin, *Chair*

Sang Shin has been actively involved with the Asian American Bar Association (AABA) of Houston since 2014, having served as a member of the Law School & Mentorship Committee and Social Committee, as Vice President of Community Relations, President, and, most recently, Chair of the 2020 Board of Directors. In honor of his involvement, Sang was recognized with the Best Under 40 Award by AABA Houston.



San Antonio Young Lawyers Association

Josué Galván, *Director*

In addition to serving as a director of the Texas Young Lawyers Association, **Josué Galván** joined the Board of Directors of TYLA’s affiliate in San Antonio. In honor of his commitment to TYLA as a director of District 18, he was honored with the President’s Award of Merit in May 2020.



Behind the Hiring Curtain

In February 2020, the Houston Young Lawyers Association (HYLA) First Generation Attorneys Committee presented a panel discussion featuring **Sang Shin** as the moderator and **Luke Gilman** as a panelist. The event occurred prior to COVID-19 pandemic lockdowns.



The photos above are courtesy of the Houston Young Lawyers Association and Dennis Walls Photography.



Pillar of Success | Marketing & Business Development

Our Co-Leads



Nate St. Clair
Partner, Dallas



Mario Dolan
Partner, Dallas



Brad Nitschke
Partner, Houston



Christian Triantaphyllis
Partner, Houston

This year, we are working to ensure that the Firm gives equitable opportunities to underutilized vendors, to create an internal knowledge base about our diverse talent to support our staffing decisions, and working with clients to understand and align with their diversity, equity, and inclusion goals.

– Brad Nitschke

Sponsorships

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.

- American Campus Charity Foundation
- Amigos de las Americas
- Anti-Defamation League
- Asian American Bar Association of Houston
- Austin Asian American Bar Association
- bigBANG!
- Black Tie Dinner
- Campaign for Equal Access to Justice, Dallas Bar Association
- Catholic Charities Dallas
- The Catholic Foundation
- Commercial Real Estate Women
- Communities Foundation of Texas
- Communities In Schools of Jacksonville
- Community Justice Foundation
- Corporate Counsel Women of Color
- Covenant House Texas
- Dallas Holocaust and Human Rights Museum
- Dallas Women Lawyers Association Foundation
- Family Houston
- Equal Justice Works
- The Family Place
- First Command Educational Foundation
- Genesis Young Leaders
- Girls Inc. of Metropolitan Dallas
- First Generation Attorneys Committee, Houston Young Lawyers Association
- Forum on Communications Law, American Bar Association
- Fund for Justice and Education, American Bar Association
- Harvest Campaign, Houston Bar Association
- Holocaust Museum Houston
- Houston Urban Debate League
- HSPVA Friends
- International Women's Insolvency and Restructuring Confederation
- Japan-America Society
- Jewish Community Center of Houston
- Jewish Family Service of Greater Dallas
- Junior Achievement of Southeast Texas
- Junior League of San Antonio
- Lambda Legal
- Leadership Council on Legal Diversity (LCLD)
- Leukemia & Lymphoma Society
- PracticePro Scholar Program
- Project Unity
- Retina Foundation of the Southwest
- Ronald McDonald House Charities of Central Texas
- School Sisters of Notre Dame
- Susan G. Komen Dallas County
- Texans Care for Children
- Texas Women's Foundation
- Travis County Women Lawyers' Association
- United Way of San Antonio
- Ursuline Academy of Dallas
- Volunteer Legal Services of Central Texas
- The Women in Legal & Corporate Leadership Summit: Houston, CenterForce USA, Inc.
- Women of Courage Luncheon, Children's Advocacy Centers of Texas
- Women's Energy Network
- Women's Business Council - Southwest



Jorge Padilla spoke on a panel during PracticePro's Texas Career Conference in February 2020. Jackson Walker proudly serves as a Diversity Benefactor for PracticePro.

Photo courtesy of PracticePro.

Juvenile and Children's Advocacy Project



Jamila Brinson
Partner, Houston



Jennifer Bryant
Senior Counsel, Houston



Luke Gilman
Partner, Houston



Richard Howell
Partner, Houston



Mahira Khan
Associate, Houston



Valery Piedra
Associate, Houston

In addition to participating in UHLC's Pre-Law Pipeline Program, Houston attorneys **Jamila Brinson**, **Jennifer Bryant**, **Luke Gilman**, **Richard Howell**, **Mahira Khan**, and **Valery Piedra** volunteer their time to assist the Juvenile and Children's Advocacy Project (JCAP).

JCAP was created to reduce juvenile crime and delinquency and improve the long-term educational success rates and life outcomes for socially and economically disadvantaged juveniles.



Through the Houston Young Lawyers Association (HYLA) Adopt an Angel program, the Houston office was able to fulfill the wish lists of 89 angels. **Scott Gosnell**, **Carolyn Campion**, and **Dawn Holiday** led the Firm's involvement, and **Yenmi Tang** and **Tiara Seals** volunteered on pick-up day.

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.

- **Allison Allman** was named, along with eight other Jackson Walker attorneys, among the “Top Attorneys” in Fort Worth by *360 West Magazine* and *Fort Worth Magazine*.
- **Greta Cowart** was awarded the bicentennial medal from Indiana University as an alumna of the IU Maurer School of Law.
- **Josué Galván** was honored with the President’s Award of Merit for his work as a director of the Texas Young Lawyers Association.
- **Erica Benites Giese** was invited to join the American Bar Foundation as a fellow.
- **Monica Lopez** and her fellow chairs of the First Generation Attorneys Committee were presented with the Houston Young Lawyers Association (HYLA) President’s Award for Outstanding Committee Chairs.
- Dallas Bar Association President Robert Tobey awarded **Scott McElhaney** a special Presidential Citation for his work on the February program commemorating the 150th anniversary of the ratification of the 15th Amendment.
- **Retta Miller** was announced as an incoming inductee of the Women’s Business Enterprise Hall of Fame.
- **Brad Nitschke** named among *D Magazine’s* “Best Lawyers Under 40,” which recognizes outstanding young attorneys in the North Texas area.
- **Jorge Padilla** was included in *Austin Monthly’s* list of “Austin’s Top Attorneys 2020.”
- **Wasif Qureshi** was named a 2020/21 IP Star for Texas in Managing IP’s IP Stars guide.
- **Sang Shin** was honored with the Best Under 40 Award by the Asian Pacific Interest Section of the State Bar of Texas.
- **Christian Triantaphyllis** was named among *EB5 Investor Magazine’s* “Top 25 Immigration Attorneys” of 2019 for the third consecutive year.
- **Dawn Holiday** and **Courtney White** were included in The National Black Lawyers’ list of the “Top 100 Black Lawyers in Texas.”
- The Texas Bar Foundation elected **Shari Mao, Amanda Neinast, Kati Orso, Denise Rose, and Jennifer Wertz** as fellows, an honor that is extended each year to one-third of 1% of State Bar members.
- In *D Magazine’s* “Best Lawyers in Dallas” list of 2020, 20 Jackson Walker attorneys were featured, including **Greta Cowart, Suzan Kedron, and Nate St. Clair**.
- In the “Super Lawyers – Rising Stars” list of 2020, 30 Jackson Walker attorneys were featured, including 16 women, ethnically diverse, and/or LGBT attorneys, including **Jamila Brinson, Jennifer Caughey, Amanda Crouch, Luke Gilman, Marisela Peña Gonzalez, Carey Hain, James McFall, Brad Nitschke, Jorge Padilla, Veronica Polnick, David Schlottman, Jeremy Sheng, Michelle Moore Smith, Stephanie Sparks, Jennifer Wertz, and Catharine Yen**.
- *The Best Lawyers in America* recognized 34 diverse attorneys who practice at Jackson Walker as 2021 *Best Lawyers*—including **Susan Mead**, who was named Dallas/Fort Worth’s Lawyer of the Year for Land Use/Zoning for the second consecutive year. Congratulations to this year’s diverse Best Lawyers: **Amanda Bush, Stephanie Chandler, Priya Coffey, Greta Cowart, Raman Dewan, Linda Donohoe, Elizabeth Freeman,**

Rick Garza, Luke Gilman, Meghan Griffiths, Nancy W. Hamilton, Willie Hornberger, Suzan Kedron, Kathleen LaValle, Pamela Madere, Julia Mann, Retta Miller, Sarah Mitchell Montgomery, Christopher Mugica, Dana Murphy, Cindy Nelson, Emilio Nicolas, Jorge Padilla, Wasif Qureshi, Amy Osberg Roberts, Michelle Rosenblatt, David Schlottman, Sang Shin, Robert Soza, Katherine Staton, Erin Tuggle, April Vasquez Leibman, and Ginger Webber.

- *The Best Lawyers in America* named the following diverse attorneys to the inaugural Best Lawyers: Ones to Watch list: **Allison Allman, Meredith Brewster, Amanda Crouch, Jackie Wheeler Davis, Judy Garner, Genevieve Graham, Alisha Mehta, Amanda Neinast, Veronica Polnick, Shannon Quine, Gaby Rawlings, Matt Rodriguez, Jessica Schwartz, Jackie Staple, and Austin Thomas.**
- In *Lawdragon's* lists of the 500 leading practitioners in Restructuring & Insolvency and Corporate Employment, including **Elizabeth Freeman, Kristhy Peguero, Jamila Brinson, Greta Cowart, Rick Garza, and Dawn Holiday.**
- *Scene in S.A.* recognized all practicing attorneys in the San Antonio office in its “Best S.A. Lawyers” list, which comprises 18 women and ethnically diverse attorneys—five of whom were also named “Rising Star Lawyers.” Congratulations, **Lindsey Berwick, Art Cavazos, Stephanie Chandler, Lauren Ciminello, Amanda Crouch, Alexine Friedman, Josué Galván, Rick Garza, Erica Giese, Ann Leafstedt, Jesse Lotay, Julia Mann, Shari Mao, Cassie Ross, Leah Smith Sanchez, Robert Soza, Megan Sturm, and Ruth Thomson.**
- Thomson Reuters’ *Super Lawyers* recognized 10 diverse attorneys as “Texas Super Lawyers,” including: **Danica Milios, Greta Cowart, Willie Hornberger, Retta Miller, Cindy Nelson, Amy Baird, Chevazz Brown, Wasif Qureshi, Kathy Silver, Stephanie Chandler, and Julia Mann.**



During The Women in Legal & Corporate Leadership Summit: Houston in March 2020, **Dawn Holiday** (left) spoke on a panel entitled “Leaders of Color: The Changing Landscape.”



Through **Serene Ateek's** (second to the left) involvement on the board of the Genesis Young Leaders, Jackson Walker sponsored the February 2020 Masquerade event, which raised over \$200,000 to support women and children who have experienced domestic violence.

Jackson Walker served as an event sponsor.

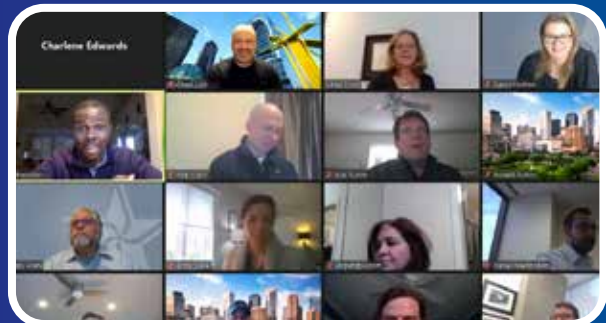
Our Committee

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.

- **Suzan Kedron** | Chair | *Partner*, Dallas
- **Sarah Alfadda** | *Associate*, Austin
- **Sam Allen** | *Partner*, San Angelo
- **Serene Ateek** | *Associate*, Dallas
- **Chip Babcock** | *Partner*, Houston
- **Treeman Baker** | *Associate*, Austin
- **Melissa Bates** | *Attorney Development Director*, Houston
- **Lindsey Berwick** | *Partner*, San Antonio
- **Minoo Blaesche** | *Senior Counsel*, Dallas
- **Jamila Brinson** | *Partner*, Houston
- **Shelisa Brock** | *Associate*, Dallas
- **Chevazz Brown** | *Partner*, Houston
- **Katie Brown** | *Associate*, Dallas
- **Marilyn Brown** | *Partner*, Austin
- **Jennifer Bryant** | *Senior Counsel*, Houston
- **Aron Burnett** | *Partner*, Austin
- **Chuck Campbell** | *Partner*, Austin
- **Art Cavazos** | *Associate*, San Antonio
- **Matt Cavanaugh** | *Partner*, Houston
- **Lauren Ceckowski** | *Associate*, Dallas
- **Stephanie Chandler** | *Partner*, San Antonio
- **Bart Cicuto** | *Associate*, Austin
- **Priya Coffey** | *Partner*, Houston
- **Chad Cole** | *Client Development Manager*, Dallas
- **Wade Cooper** | *Partner*, Austin
- **Jackie Wheeler Davis** | *Associate*, Dallas
- **Raman Dewan** | *Partner*, Austin
- **Kameron Dodge** | *Associate*, Dallas
- **Mario Perez Dolan** | *Partner*, Dallas
- **Matt Dow** | *Partner*, Austin
- **Alicia Duleba** | *Partner*, Austin
- **Tyson Ehlinger** | *Associate*, Austin
- **Ross Forbes** | *Partner*, Dallas
- **Gary Fowler** | *Partner*, Dallas
- **Luke Franz** | *Associate*, Dallas
- **Alexine Zacarias Friedman** | *Associate*, San Antonio
- **Alex Frutos** | *Partner*, Dallas
- **Josué Galván** | *Associate*, San Antonio
- **Judy Garner** | *Associate*, Dallas
- **Luke Gilman** | *Partner*, Houston
- **Larry Glasgow** | *Partner*, Dallas
- **Joel Glover** | *Associate*, Houston
- **Marisela Gonzalez** | *Partner*, Houston
- **Scott Gosnell** | *Associate*, Houston
- **Abigail Griffith** | *Associate*, Austin
- **Joe Guajardo** | *Partner*, Dallas
- **Peter Hansen** | *Senior Counsel*, Austin
- **Rob Harlow** | *Partner*, Houston
- **Brian Harris** | *Partner*, Houston
- **Ebony Harris** | *Associate*, Houston
- **Joel Heydenburk** | *Partner*, Fort Worth
- **Dawn Holiday** | *Partner*, Houston
- **Peter Hosey** | *Partner*, San Antonio
- **Gary Ingram** | *Partner*, Fort Worth
- **William Jenkins** | *Partner*, Fort Worth
- **Bailey Jones** | *Associate*, Fort Worth
- **Kevin Jones** | *Partner*, Dallas
- **Jonathan Judkowitz** | *Senior Counsel*, Houston
- **Mahira Khan** | *Associate*, Houston
- **Greg Lambert** | *Chief Knowledge Services Officer*, Houston
- **Bob Latham** | *Partner*, Dallas
- **Julie Lewis** | *Chief Operating Officer*, Austin
- **Monica Lopez** | *Associate*, Houston
- **Daniel Maldonado** | *Associate*, San Antonio
- **Julia Mann** | *Partner*, San Antonio
- **Shari Mao** | *Partner*, San Antonio
- **Philip McDermott** | *Senior Counsel*, Austin
- **Trey McDonald** | *Partner*, Houston
- **Scott McElhaney** | *Partner*, Dallas
- **James McFall** | *Partner*, Dallas
- **Alisha Mehta** | *Associate*, Austin
- **Retta Miller** | *Partner*, Dallas
- **Dani Mondragon** | *Associate*, San Antonio
- **Lindsey Moorhead** | *Partner*, Houston
- **Chris Mugica** | *Partner*, Austin
- **Dana Murphy** | *Senior Counsel*, Dallas
- **Jonathan Neerman** | *Partner*, Dallas
- **Amanda Neinast** | *Associate*, Austin
- **Sydney Nguyen** | *Staff Attorney*, Houston

- **Emilio Nicolas** | *Partner*, Austin
- **William Nilson** | *Associate*, Austin
- **Brad Nitschke** | *Partner*, Dallas
- **Nicola Noel** | *Human Resources Director*, Dallas
- **Miguel Ortiz** | *Associate*, Dallas
- **Jorge Padilla** | *Partner*, Austin
- **Kristhy Peguero** | *Partner*, Houston
- **Beth Pflomm** | *Senior Counsel*, Dallas
- **Valery Piedra** | *Associate*, Houston
- **Meghan Pier** | *Associate Recruiting Director*, Austin
- **Brian Prewitt** | *Partner*, Austin
- **Wasif Qureshi** | *Partner*, Houston
- **Katy Ragsdale** | *Research Attorney*, Dallas
- **Gaby Rawlings** | *Associate*, Dallas
- **Joe Regan** | *Partner*, Fort Worth
- **Amy Roberts** | *Partner*, Dallas
- **Debbie Robinowitz** | *Partner*, Dallas
- **Matthew Rodriguez** | *Associate*, Houston
- **Josh Romero** | *Partner*, Austin
- **Chris Rourk** | *Partner*, Dallas
- **Bruce Ruzinsky** | *Partner*, Houston
- **Jim Ryan** | *Partner*, Dallas
- **Rachel Saunders** | *Associate*, Dallas
- **Jessica Schwartz** | *Associate*, Dallas
- **Tiara Seals** | *Associate*, Houston
- **Amanda Shaw-Castro** | *Partner*, Houston
- **Jeremy Sheng** | *Associate*, Houston
- **Sang Shin** | *Senior Counsel*, Houston
- **Kathy Silver** | *Partner*, Houston
- **Michelle Moore Smith** | *Partner*, Austin
- **David Snyder** | *Partner*, Austin
- **Devanshi Somaya** | *Associate*, Dallas
- **Joan Sostek** | *Of Counsel*, Dallas
- **Robert Soza** | *Partner*, San Antonio
- **Noah Speck** | *Associate*, Houston
- **Nate St. Clair** | *Partner*, Dallas
- **Bridgette Stahlman** | *Partner Recruiting & Integration Chief*, Austin
- **Yenmi Tang** | *Staff Attorney*, Houston
- **Mike Taten** | *Partner*, Dallas

- **Austin Thomas** | *Associate*, Houston
- **Colton Tobias** | *Associate*, Houston
- **Christian Triantaphyllis** | *Partner*, Houston
- **Kirk Tucker** | *Partner*, Houston
- **April Vasquez** | *Partner*, Houston
- **Jonathan Vinson** | *Partner*, Dallas
- **Jerry Webberman** | *Partner*, Austin
- **Chad West** | *Associate*, Dallas
- **Courtney White** | *Senior Counsel*, Dallas
- **Catharine Yen** | *Senior Counsel*, Houston
- **Lauren Zang** | *Associate*, Dallas



Our partnership with Pastor Richie Butler and Project Unity on virtual **Together We Dine** events helped attorneys and staff to listen, learn, and engage with those from different backgrounds.

The information in this publication, including our attorneys and their involvement, was accurate as of December 31, 2020.



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

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