

Ropes & Gray works hard to recruit and retain people of diverse backgrounds at all levels, and to foster an inclusive work environment for all. The Women's Forum plays a vital role in fulfilling the firm's commitment to diversity and inclusion by helping women lawyers strengthen their skills and navigate the unique challenges they may face as they advance in their careers.

TWENTY YEARS OF EMPOWERING WOMEN



Co-chairs Morrison, Hoey and Rogers

2016 MARKED THE 20TH ANNIVERSARY of the Women's Forum at Ropes & Gray. This milestone provided an opportunity to reflect on how far we've come in 20 years, and to set strategic goals for the future.

In 2016, we focused on deepening connections between women lawyers at the firm, as well as with alumnae and clients. We supported the firm's outreach and networking goals by hosting client events in Asia, London and the United States. We also strengthened our mentoring circles—groups of women lawyers across seniority levels and practice groups—across all offices. And we gathered feedback from women lawyers at all stages of their careers to ensure that the views of our associates and partners are reflected in our plan for the future.

In 2017, the Women's Forum will begin to implement its strategic plan "2020 Vision." Aligned with the firm's overall diversity and inclusion efforts, "2020 Vision" sets clear goals and lays out a strategy for developing and retaining female talent, strengthening our pipeline of women lawyers, increasing the number of women in leadership roles and tracking our progress against our goals with respect to gender diversity at the firm.

In 2017 we will also focus on several new initiatives aimed at enhancing visibility of the Women's Forum and nurturing the professional development of our women lawyers. Among these programs will be a campaign to draw attention to Women's Forum's events across the globe, and small group grants to create opportunities for women associates and senior leaders to connect over dinner.

We are inspired by the great strides made by the Women's Forum over the last 20 years to support and promote women in the legal profession, and we look forward to advancing this important work over the coming years.

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NEW WOMEN PARTNERS AND COUNSEL 2016

NEW WOMEN PARTNERS 2016

- **MEGAN BACA**
IP Transactions (Silicon Valley)
- **KELLIE COMBS**
Life Sciences (Washington, D.C.)
- **PATRICIA LYNCH**
Finance (Boston)

NEW WOMEN COUNSEL 2016

- **ALISON BURR**
Private Client Group (Boston)
- **ERICA HAN**
IP Transactions (Boston)
- **SHREEVANI SUVARNA**
IP Transactions (Silicon Valley)

NEW WOMEN LATERAL PARTNERS 2016

- **HELEN CROKE**
Private Equity Transactions (London)
- **AMANDA PERSAUD**
Private Investment Funds (New York)
- **KRISTEN CHANG WINCKLER**
Tax (New York)

NEW WOMEN LATERAL COUNSEL 2016

- **DALIA BLASS**
Investment Management (Washington, D.C.)
- **CLARE SELLARS**
IP Transactions (London)
- **CATHERINE SKULAN**
Private Investment Funds (San Francisco)

WOMEN'S FORUM NEWS

2016 EVENT ROUNDUP

In 2016, the Women's Forum sponsored more than 20 events that gave Ropes & Gray lawyers, clients and alumnae opportunities to network and discuss important issues women face in advancing their careers. As the snapshots below indicate, it was a busy and inspiring year for the Women's Forum.

CLIENT EVENTS

- **IN APRIL**, Ropes & Gray women attorneys and clients attended a cocktail reception in New York at the Campbell Apartment, a historic lounge in Grand Central Terminal. E-discovery counsel Shannon Capone Kirk delivered a presentation about how she balanced life, career and family while publishing her latest novel, *Method 15/33*.
- **ALSO IN APRIL**, women partners and counsel hosted an intimate dinner in Chicago for our women clients. The event was held at Intro, a restaurant in the Lincoln Park neighborhood that showcases up-and-coming talent from around the nation. The event featured a presentation by Intro's first female chef-in-residence, Jessica Largey, who spoke to the group about her road to success in a male-dominated industry.



Partners, counsel and clients hear from Intro chef-in-residence Jessica Largey at a Chicago client networking event.

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CELEBRATING the Contributions of Retired Partner Diane Patrick



THE WOMEN'S FORUM is deeply grateful to former diversity committee chair Diane Patrick for the invaluable leadership and guidance she has provided over the years. Diane retired as a partner at the end of 2016 and is currently a senior counsel in the firm's labor & employment practice group.

Diane joined the firm in 1995 as a partner in the labor & employment practice, where she quickly distinguished herself by combining her passion for education with her deep knowledge of employment law. Prior to joining the firm, Diane served for eight years at Harvard University, as both University Attorney responsible for Harvard's labor and employment matters and as Associate Vice President of Human Resources. Early in her career, Diane worked as a teacher in the New York City public school system.

PROFESSIONAL EXCELLENCE

At Ropes & Gray, Diane became a trusted advisor to her clients and successfully represented numerous employers on a broad range of labor and employment-related matters. Among her many awards and honors, she was recognized by *Chambers Global* and *Chambers USA*, as well as by *Massachusetts Lawyers Weekly* as one of 2012's "Top Women of Law." She has also been inducted into the Boston Chamber of Commerce "Academy of Distinguished Bostonians."

For demonstrating "the highest standards of moral integrity, professional competence and concern for [her] community," Diane was honored in 2015 with the "Management Attorney Award" at the Labor Guild's annual Cushing-Gavin awards.

COMMITMENT TO DIVERSITY

Diane has held many leadership roles, including serving as the first co-managing partner of the firm's Boston office. Perhaps her most enduring legacy is her commitment to diversity. As chair of Ropes & Gray's diversity committee from 2010 to 2015, Diane was instrumental in broadening the firm's diversity initiatives to encompass meaningful inclusion, focusing Ropes & Gray's efforts not just on recruiting young lawyers from varied backgrounds but on helping them to succeed. That mandate—to provide individual mentorship and guidance to young lawyers so that they feel confident in their value and ability to contribute meaningfully to the firm's success—has helped make diversity one of Ropes & Gray's great strengths.

"When many views are represented and everybody's talents are valued," Diane explained, "perspectives are broadened, and the services we are able to deliver to our clients are more imaginative and better informed."

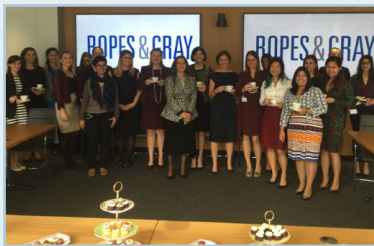
In remarks made at her retirement in December 2016, Diane recalled her fear and uncertainty when she first joined the firm more than 20 years ago. "Being

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WOMEN'S FORUM NEWS

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■ **IN SEPTEMBER**, the London office hosted a client dinner in the exclusive Coral Reef Room at Sexy Fish, a restaurant on Berkeley Square in London's West End. While visiting London, the Women's Forum co-chairs also hosted an afternoon tea break in the office with London women attorneys.



Women's Forum co-chairs host afternoon tea in the London office.

■ **IN OCTOBER**, the San Francisco office hosted a client reception and dinner at the popular The Progress restaurant, where top chef and co-owner Nicole Krasinski talked to the group about being a business owner.

■ **THE SAME MONTH**, the Silicon Valley office hosted a mixology class at Fleming's Prime Steakhouse and Wine Bar in Palo Alto. Following a bartending/team building lesson by the staff of SF Mixology, the guests were able to try their hand behind the bar.



Women attorneys and clients attend a mixology class hosted by the Silicon Valley office.

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CELEBRATING Retired Partner Diane Patrick *(continued from page 2)*

different," she said, "in gender, ethnicity, pedigree, geographic and educational background.... I was doubtful there would be room for me to succeed here." But the mentoring and thoughtful guidance she received at the firm helped her to thrive, and she has been steadfast in her efforts to strengthen inclusion initiatives at the firm. "We need to more frequently find ways of affirming the value that every one of us brings to the Ropes & Gray table, regardless of—or perhaps because of—the diverse packages we come in."

CIVIC LEADERSHIP

Diane juggled all of her legal and leadership responsibilities while also serving as first lady of Massachusetts for eight years, where she used her platform to help victims of sexual assault and domestic violence. At the same time, she has demonstrated an unwavering commitment to civic responsibility, serving on the boards of the Posse Foundation, Jane Doe, Inc., and Epiphany School, among many others.

Diane has touched the lives of the many attorneys she has mentored over the years. We thank her for her leadership and inspiration.



ATTORNEY SPOTLIGHT: Joan McPhee and Nicole Cate



Joan McPhee



Nicole Cate

IN MARCH 2016, Joan McPhee, government enforcement partner and a former chair of Ropes & Gray's diversity committee, was a featured panelist at the 30th Annual ABA National Institute on White Collar Crime in San Diego. The panel, "Women in the Courtroom:

A View from the Jury Box," explored questions around implicit bias and the role of gender in the courtroom.

In preparation for the panel, Joan and Ropes & Gray government enforcement associate Nicole Cate worked closely with a jury consultant to conduct original, independent research into whether and how attorney gender may influence juror perceptions.

More than 850 mock jurors participated in the study, with each mock juror required to take an Implicit Association Test, which measures implicit bias, and complete an assessment of the effectiveness of written opening arguments that were identical in every respect except for the gender of the attorney presenting the argument. A number of intriguing findings emerged from the study; in particular, while male jurors had an automatic preference for male lawyers, female jurors had an even stronger preference for female lawyers.

"Given that juries are gender diverse," said Joan, "these results suggest that a gender-diverse trial team would have an edge at trial in connecting with jurors

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WOMEN'S FORUM NEWS

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From left: Kuri Hanamoto, Hidemi Chen and Kaede Toh of the Tokyo office.

■ **ALSO IN OCTOBER**, the Tokyo office hosted its first client networking event at the Peninsula Tokyo, bringing together a group of leading female legal scholars, in-house counsel and top executives to discuss the important role that mentoring plays in helping women thrive in their careers. The event was attended by women clients as well as Ropes & Gray women attorneys from Tokyo, Shanghai and Chicago, and featured keynote speaker Shelagh Sayers, the F.B.I. representative to the Japanese government.

■ **IN NOVEMBER**, the Boston women partners hosted a cocktail and client networking reception at Scampo, a restaurant in the Liberty Hotel that was created by Boston-based culinary icon Lydia Shire. The event was attended by clients and Ropes & Gray women partners.

ALUMNAE EVENT

■ **THE WOMEN'S FORUM** actively engages with our alumnae, creating opportunities for them to stay connected to the firm. In June, the Washington, D.C. women partners invited local Ropes & Gray alumnae to the D.C. office rooftop for a cocktail and networking reception. The event was attended by Washington, D.C. alumnae, as well as women partners, counsel and senior associates.

ATTORNEY Spotlight Joan McPhee and Nicole Cate (continued from page 3)

and maximizing persuasiveness.” She added that, in the context of a criminal trial, where the government team is often diverse and the client’s liberty on the line, “we cannot afford to overlook the potential role of gender in the courtroom.”

The panel also widened the lens to look at how these findings play out in the legal profession at large, where a persistent achievement gap remains for female attorneys. “In addition to the courtroom-specific takeaways from our research,” Nicole said, “this project also provided the opportunity for us to explore the broader question of why women continue to lag behind men in leadership roles in the profession.”

Referencing an example from another profession as described by Malcolm Gladwell in *Blink*, Joan highlighted the introduction of “blind auditions” for musicians seeking to join leading symphony orchestras. The use of audition screens, designed to mask information regarding the gender of the performer, led to a fivefold increase in the percentage of women musicians hired by orchestra directors—virtually all of whom are men—who had shown a strong preference for male performers in traditional audition settings. Joan then challenged the audience to consider how to develop our own “trial lawyer’s equivalent of the audition screen” in order to identify and promote the best talent in the legal profession.

ROPES & GRAY WOMEN: Accolades, Awards and Recognition

Ropes & Gray’s women attorneys are consistently recognized by many of the world’s leading legal publications and rankings organizations. Below is a roundup of recent noteworthy honors.

Benchmark Litigation 2017

- **Joan McPhee** (government enforcement) named a “National Litigation Star” as well as listed on “Top 250 Women in Litigation” and “Top 100 Trial Lawyers.”
- **Jane Willis** (business & securities litigation) named a “Local Litigation Star.”

Adams Pro Bono Publico Award 2016

- **Ann Milner** (private investment funds) honored with the Adams Pro Bono Publico Award by the Massachusetts Supreme Judicial Court.

Chicago Daily Law Bulletin 40 Under 40 2016

- **Laura Hoey** (government enforcement) named to 40 Under 40 list.

Boston Business Journal 40 Under 40 2016

- **Kat Gregor** (tax) named to 40 under 40 list.

Best Lawyers in America “Lawyers of the Year” 2017

- **Julie Jones** (securities & public companies) named “Lawyer of the Year” for corporate law and **Loretta Richard** (benefits) named “Lawyer of the Year” for employee benefits (ERISA) law.

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WOMEN'S FORUM NEWS

HOLIDAY RECEPTION

- **IN DECEMBER**, the Women's Forum held a special holiday event at the Boston Public Library to honor newly promoted women partners. The event also featured a special tribute to Women's Forum chair emerita Jane Goldstein, who was recognized for her inspired leadership of the Women's Forum for seven years and the trail she has blazed as an M&A and securities lawyer.



Partners gather at the Boston Public Library to toast newly promoted partners and honor Women's Forum chair emerita Jane Goldstein (center).

OTHER EVENTS IN 2016

- **IN ADDITION** to global external client events, the Women's Forum hosted a number of internal events, including gatherings at firm retreats, a cross-office mentoring circle kickoff event and six summer associate receptions in our U.S. offices. These important gatherings provided opportunities for women at all stages of their careers to network with each other and senior firm leadership.

ROPES & GRAY WOMEN: Accolades, Awards and Recognition *(continued from page 4)*

Chambers USA 2016

- **Eve Brunts** (health care), **Shannon Capone Kirk** (litigation), **Eva Carman** (government enforcement), **Kimberly Cohen** (private client), **Colleen Conry** (government enforcement), **Jenny Cooper** (labor & employment), **Sarah Davidoff** (hedge funds), **Renata Ferrari** (benefits), **Laurel FitzPatrick** (hedge funds), **Nancy Forbes** (health care), **Leigh Fraser** (hedge funds), **Deborah Gersh** (health care), **Jane Goldstein** (mergers & acquisitions), **Deidre Johnson** (antitrust), **Susan Johnston** (tax), **Julie Jones** (securities & public companies), **Joan McPhee** (government enforcement), **Ann Milner** (private investment), **Anne Phillips Ogilby** (health care), **Diane Patrick** (labor & employment), **Paulita Pike** (investment management), **Elizabeth Reza** (hedge funds), **Loretta Richard** (benefits), **Heather Egan Sussman** (IP transactions) and **Jane Willis** (business & securities litigation) were recognized as leaders in their fields.

Chambers Asia-Pacific 2017

- **Cori Lable** (government enforcement), **Kaede Toh** (government enforcement), **Katherine Wang** (life sciences) and **Mimi Yang** (government enforcement) were recognized as leaders in their fields.

Chambers UK 2017

- **Brenda Coleman** (tax), **Jane Rogers** (finance), **Amanda Raad** (government enforcement) and **Helen Croke** (private equity) were recognized as leaders in their fields.

Chambers Global 2016

- **Shannon Capone Kirk** (litigation), **Brenda Coleman** (tax), **Sarah Davidoff** (hedge funds), **Laurel FitzPatrick** (hedge funds), **Leigh Fraser** (hedge funds), **Julie Jones** (securities & public companies), **Victoria Lloyd** (securities & public companies), **Ann Milner** (private investment funds), **Kim Nemirow** (government enforcement), **Diane Patrick** (labor & employment), **Katherine Wang** (life sciences) and **Mimi Yang** (government enforcement) were recognized as leaders in their fields.

The Legal 500 US 2016

- **Laurel FitzPatrick** (hedge funds), **Nancy Forbes** (health care) and **Heather Egan Sussman** (IP transactions) were named leading lawyers in their fields.
- **Stefanie Birkmann** (finance), **Eva Carman** (government enforcement), **Sarah Clinton** (investment management), **Colleen Conry** (government enforcement), **Jenny Cooper** (labor & employment), **Sarah Davidoff** (hedge funds), **Renata Ferrari** (benefits), **Leigh Fraser** (hedge funds), **Deborah Gardner** (health care), **Deborah Gersh** (health care), **Jane Goldstein** (securities & public companies), **Deidre Johnson** (antitrust), **Julie Jones** (securities & public companies), **Debra Lussier** (private investment funds), **Deborah Monson** (hedge funds), **Joan McPhee** (government enforcement), **Elaine Murphy** (tax), **Kendi Ozmon** (tax), **Ira Parghi** (health care), **Paulita Pike** (investment management), **Brynn Rail** (hedge funds), **Loretta Richard** (benefits), **Michelle Visser** (business & securities litigation), **Carolyn Ward** (tax) and **Jane Willis** (business & securities litigation) were recommended in their fields.