

The Women's Forum plays a vital role in fulfilling Ropes & Gray's commitment to diversity and inclusion by recruiting, training, promoting, supporting and connecting women in the legal profession.

### A BANNER YEAR FOR GENDER DIVERSITY



*Co-chairs Hoey, Rogers and Morrison*

**AT A TIME WHEN ALL LAW FIRMS STRUGGLE** to close the "gender gap," Ropes & Gray is proud to be recognized for its efforts to advance women into senior and leadership positions. In 2017, we were named to *Law360*'s list of "Best Law Firms for Women" as well as the publication's "Ceiling Smashers" list of top five large law firms with the highest percentage of women equity partners.

We were also recognized for gender equity by Yale Law Women's annual survey of family friendly firms, and achieved our highest ranking ever—number two—on *The American Lawyer*'s elite "A-List" of the top 20 U.S. law firms, which last year included gender diversity among its ranking criteria for the first time.

Other developments during the year further illustrated the firm's commitment to gender diversity and equality. In November, Ropes & Gray named Julie H. Jones the next firm chair, marking the first time in the firm's more than 150-year history that a woman will hold the top leadership position (see feature on page 2). The firm also appointed Jane Rogers to the policy committee, and named Laura Hoey as a leader of the firm's government enforcement/white collar specialty group—a position she will hold in addition to being an industry group leader for health care and life sciences. We wish Julie, Jane and Laura success in their new roles, and thank Jane and Laura for their invaluable leadership and guidance as co-chairs of the Women's Forum.

As gratifying as these accomplishments and rankings are, we know there is still more work to do, and we look forward to building on the progress we've already made. We are proud to be among a small number of preeminent global law firms with women represented at the very highest levels, and we remain committed to nurturing the professional development and advancement of our women lawyers.

This year, we welcome partners Lisa Bebchick (New York) and Kaede Toh (Tokyo) as co-chairs, joining Amanda Morrison. We are excited about the year to come, and are grateful to Amanda, Kaede and Lisa for devoting their time and energy to the Women's Forum.

**Laura Hoey**

Co-chair, *Chicago*

**Amanda Morrison**

Co-chair, *Boston*

**Jane Rogers**

Co-chair, *London*

### NEW WOMEN PARTNERS AND COUNSEL SINCE 2017

#### NEW PARTNERS

- **ALISON GEORGE**  
Real Estate (Boston)
- **ANNA LAWRY**  
Hedge Funds (London)
- **AMY ROY**  
Litigation & Enforcement (Boston)

#### NEW LATERAL PARTNERS

- **AMA ADAMS**  
Litigation & Enforcement (Washington, D.C.)
- **LISA BEBCHICK**  
Litigation & Enforcement (New York)
- **JUDITH SEDDON**  
Litigation & Enforcement (London)
- **JACKIE KAHNG**  
Finance (Hong Kong)

#### NEW COUNSEL

- **MELISSA BENDER**  
Hedge Funds (San Francisco)
- **KATHLEEN BERKELEY**  
Special Situations (Hong Kong)
- **REBECCA CARRIZOSA**  
IP Litigation (Silicon Valley)
- **GABRIELLE HIRZ**  
Tax & Benefits (Boston)
- **KATHRYN HONG**  
IP Litigation (Silicon Valley)
- **SAEKO INABA**  
Private Equity Transactions (Tokyo)
- **ARLA KERR**  
Litigation & Enforcement (London)
- **KIRSTEN LAPHAM**  
Investment Management (London)
- **RENEE LAWS**  
Investment Management (Boston)

(continued on page 5)

# WOMEN'S FORUM NEWS

## WOMAN AT THE TOP Chair-elect Julie H. Jones

**IN NOVEMBER**, Ropes & Gray announced that Julie H. Jones, a corporate partner who has spent her career at the firm, would become the firm's next chair, succeeding current chair R. Bradford Malt upon his retirement at the end of 2019. The announcement is a milestone for the firm and a resounding step forward for women in law. When Jones takes the leadership reins, she will become the first woman chair in the firm's history, and Ropes & Gray will join a short list of Am Law 100 firms with women leaders.

The Women's Forum had an opportunity to talk to Jones about her career, the significance of her new role and her vision for the firm. For more background on Jones's career, you can read the firm's announcement [here](#).

### HOW DOES IT FEEL TO BE THE FIRST WOMAN IN THE FIRM'S HISTORY TO STEP INTO THIS ROLE?

**JONES:** I feel honored and excited to be in this position. There are few women in this role at law firms of our caliber. It's a testament to the kind of place Ropes & Gray is. We value intelligence, hard work and commitment—and those things are gender-blind. I do recognize the symbolic importance of this appointment; it's important for women to see other women in leadership roles. I feel lucky because of the values Ropes & Gray has as a firm, and because we've always had strong women leaders and I benefited from that. I feel a sense of duty in that regard. I need to continue to demonstrate our commitment to those core values—to show women where their talent can take them at a firm like Ropes & Gray.

### AS A CORPORATE ATTORNEY, WHAT HAS BEEN ONE OF THE HIGHLIGHTS OF YOUR CAREER?

**JONES:** I worked on a game-changing deal in the private equity industry: the \$11.5 billion leveraged buyout of SunGard Data Systems by a consortium of seven leading PE firms. It was the largest LBO at that time. I was barely a second-year partner,



but the head of our PE practice at the time, Al Rose, put me in a position to take the lead. Then when it came time to nominate someone for *The American Lawyer* "Dealmaker of the Year," Al insisted I be put forward. The whole experience says so much about our institution—that it's a place where talent is given equal opportunity, merit is recognized and partners hold dear their duties as teachers, mentors and stewards.

### CAN YOU TALK ABOUT YOUR VISION FOR THE FIRM?

**JONES:** The firm has a great strategy in place that involves staying focused on our clients, understanding the market and continuing to build our amazing team of lawyers. The challenge will be to stay ahead of new developments to understand how to best serve our clients. Staying competitive requires constant innovation, with a very deep understanding of client needs. One of the things I'm most looking forward to is talking with our clients around the world to understand what's on their minds and where their businesses are headed. Above all, I'm committed to retaining and nurturing the culture at Ropes & Gray. It really is a special place, characterized by the best combination of performance and purpose. We care deeply about making a difference—for our clients, our communities and our colleagues.

### WHAT ADVICE WOULD YOU OFFER TO WOMEN WHO ARE GETTING STARTED IN THEIR LEGAL CAREERS?

**JONES:** I encourage women (and men, too) to focus on the areas of law they enjoy because that most naturally leads to practice excellence. And to be open-minded about areas they aren't familiar with. I didn't take a securities law course at law school but found it to be a great fit once I practiced in the area. And always put yourselves in the shoes of a client when thinking about what work product and communication style will be most valuable. Finally, never shy away from challenges. The greatest of lawyers are unafraid of complexity and the legal unknown!

# WOMEN'S FORUM NEWS

## 2017 EVENTS

In 2017, the Women's Forum hosted many events that gave Ropes & Gray lawyers, clients and alumnae around the world opportunities to network and discuss issues that women face as they advance in their careers.

### CLIENT EVENTS

- **IN APRIL**, Chicago women partners and counsel hosted a private client dinner at Michelin-starred Parachute Restaurant. Parachute's chef and owner, Beverly Kim (a *Top Chef* finalist), spoke to the group about her experiences as a female chef in a male-dominated industry.



- **IN MAY**, Hong Kong women partners hosted a cocktail and networking reception at the Shanghai Tang Flagship Mansion. Women's Forum co-chairs Laura Hoey and Jane Rogers attended the event, and later hosted an open-pit lunch discussion for women attorneys in the Hong Kong office.

- **IN JUNE**, the Women's Forum and APG Asset Management co-hosted an evening of golfing and networking at New York's Chelsea Piers for senior-level women in private equity and alternative investments.

- **IN SEPTEMBER**, Boston women partners hosted a client reception at Boston dim sum diner Myers + Chang, where they heard from chef and owner Joanne Chang.



(continued on page 4)

## HONORING a Pioneering Partner



*Retired partner Ruth Reardon O'Brien receives the iRelaunch "Pioneering Relauncher Award" at a reception held at Ropes & Gray in Boston.*

Before "work-life balance" and "career re-entry" became buzzwords, there was Ruth Reardon O'Brien. In 1960, O'Brien was a third-year associate at Ropes & Gray. When she became pregnant with her first child, she left the firm to start a family. After 10 years at home raising five children, she was asked to return to the firm. It was a difficult decision to make, but O'Brien ultimately chose to resume her career—on her own terms. Joining the real estate group in 1971, she negotiated a part-time schedule that allowed her to volunteer at her youngest child's nursery school once a week, and she insisted on no overnight travel. Following a brief maternity leave for her sixth child, she rejoined the firm full-time. In 1978, O'Brien became the second woman partner in the firm's history; she retired in 1996, 25 years after "relaunching" her career.

Last October, Ropes & Gray held a celebratory reception in the Boston office to honor O'Brien for receiving the 2017 Pioneering Relauncher Award from iRelaunch, a career re-entry organization. The Women's Forum was proud to pay tribute to this pioneering "re-ttorney," recognizing her legacy and the profound influence she had on the firm's culture of diversity and inclusion.

"Ruth O'Brien was a trailblazer," said Women's Forum co-chair Amanda Morrison. "When she returned to work in 1971, she was up-front about her need to put her family first, and she was faithful to her own credo of being completely reliable to her clients and her colleagues. In short, she 'owned' her own career, which is something we encourage all women lawyers to do. By navigating her own career on her own terms, Ruth helped pave the way for a generation of women to come. And she did it with grace, humor, humility and an unsurpassed work ethic."

Among those in attendance at the reception were many members of O'Brien's family, including her son, comedian and late night host Conan O'Brien, who shared memories and admiration for his mother in a video tribute produced by iRelaunch, which can be viewed [here](#).

## STAYING CONNECTED to Our Alumnae

The Women's Forum works hard to strengthen ties with Ropes & Gray alumnae, many of whom hold leadership positions in a range of industries and can provide important career-related insights and advice to our women attorneys. Among the guests at our recent client reception in Boston was Stacy Belf, a former Ropes & Gray associate and Assistant U.S. Attorney, and now Managing Director of Risk Management Projects and Information Security at State Street Corporation, a global financial services company and firm client.

Belf shared her thoughts on the firm's diversity efforts, and on being a Ropes & Gray alum. "I truly benefited from the many mentorship opportunities and support I received from some extraordinary women at Ropes & Gray," she said. "It was an important part of my experience as an associate and set me onto a path of many future career opportunities. Ropes & Gray's commitment to fostering diversity was evident to me from the start, and something I deeply valued. Now, as an alum, I appreciate the effort the firm puts into creating opportunities to network and to deepen our relationship. Initiatives like the Women's Forum are vital to strengthening ties between women and advancing women in law."



*Alum Stacy Belf (left) with Women's Forum co-chair Laura Hoey at the Boston client reception in September.*



# WOMEN'S FORUM NEWS

(continued from page 3)

- **IN OCTOBER**, the Silicon Valley office hosted a “Plant Nite” for West Coast clients. Following a networking reception at Palo Alto wine bar Vino Locale, guests were invited to make their own terrariums.



- **ALSO IN OCTOBER**, the Women's Forum hosted its seventh annual London client event in the Emin Room at 34 Mayfair, a restaurant on Grosvenor Square. Women's Forum chair emeritus Jane Goldstein and co-chair Amanda Morrison traveled to London for the event, joining London partners including co-chair Jane Rogers.
- **IN NOVEMBER**, San Francisco partners, counsel and senior associates hosted a client reception and dinner party at the popular Petit Crenn, where owner and chef Dominique Crenn—the only female chef in the United States to have won two Michelin stars—spoke to the group about her career and her cuisine.



- **THE SAME MONTH**, clients in Tokyo were treated to an intimate dinner high above the city at the Peninsula Hotel's luxury rooftop restaurant.



(continued on page 5)

## ROPES & GRAY WOMEN Accolades, Awards and Recognition

Ropes & Gray 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.

### AWARDS

#### ALB HONG KONG LAW AWARDS 2017

- **MIMI YANG** (litigation & enforcement) named “Young Lawyer of the Year.”

#### ASIAN LEGAL BUSINESS 2017

- **KATHERINE WANG** (life sciences) named a Client Choice Top 20 Lawyer in China.

#### BENCHMARK LITIGATION (U.S.) 2018

- **COLLEEN CONRY** (litigation & enforcement), **JOAN MCPHEE** (litigation & enforcement) and **JANE WILLIS** (antitrust) named Litigation Stars.

#### CALIFORNIA RECORDER 2017

- **MEGAN BACA** (IP transactions) named to its “Women Leaders in Tech Law” list.

#### GLOBAL INVESTIGATIONS REVIEW 2017

- **MIMI YANG** (litigation & enforcement) named to its “40 Under 40” list.

#### HEDGE FUNDS JOURNAL 2017

- **LAUREL FITZPATRICK** (hedge funds) and **LEIGH FRASER** (hedge funds) named to its “Leading Women in Hedge Funds” report.

#### LAW360 RISING STARS 2017

- **AMY ROY** (litigation & enforcement) recognized as a Securities Rising Star.

#### THE LAWYER HOT 100 2018

- **JANE ROGERS** (finance) named to the list.

#### MASSACHUSETTS LAWYERS WEEKLY 2017

- **SHANNON CAPONE KIRK** (litigation & enforcement) named to its “Top Women of Law” list.

#### NATIONAL LAW JOURNAL 2017

- **KIRSTEN MAYER** (litigation & enforcement) named to the “Pro Bono Hot List.”

### RANKINGS

#### THE LEGAL 500 US AND LATIN AMERICA 2017

- **30** women lawyers recognized in **14** practice areas.

#### THE LEGAL 500 UK 2017

- **7** women lawyers recognized in **6** practice areas.

#### CHAMBERS GLOBAL 2018

- **9** women lawyers named leaders in their fields.

#### CHAMBERS USA 2017

- **24** women lawyers named leaders in their fields.

#### CHAMBERS UK 2018

- **4** women lawyers named leaders in their fields.

#### CHAMBERS ASIA-PACIFIC 2018

- **3** women lawyers named leaders in their fields.

#### BEST LAWYERS IN AMERICA 2018

- **4** women lawyers named “Lawyer of the Year” in their fields.

# WOMEN'S FORUM NEWS

(continued from page 4)

## Inaugural Shanghai CLIENT EVENT

- **IN OCTOBER**, the Shanghai office hosted its first Women's Forum client event, featuring guest speaker Ruby Chen, the co-founder and CEO of CNEX Foundation and the CEO of CNEX Studio, which produces and distributes documentary films about China. Ms. Chen shared her inspirational career and life story with a group of senior in-house counsel, business executives and Ropes & Gray alumnae.



## Alumnae EVENT

- **IN MAY**, the Washington, D.C. women partners invited local Ropes & Gray alumnae to Marcel's, one of the most acclaimed restaurants in D.C., for a cocktail and networking reception. The event was attended by all of our Washington, D.C. alumnae, as well as women partners, counsel and senior associates.



From left: associate Kia Grant; partner Colleen Conry; Ellen DeSole, Trial Attorney, U.S. Department of Justice; Sandra Caron George, Assistant General Counsel for Health Care, U.S. Government Accountability Office.

The Women's Forum wants to stay connected to our alumnae. If you haven't already registered with Ropes & Gray's alumni website, please click [here](#).

## WOMEN'S FORUM MENTORING CIRCLES

The Women's Forum has a robust mentoring program that provides Ropes & Gray women lawyers at all stages of their careers with opportunities to network, discuss career development, and cultivate and strengthen relationships. In 2017, the Women's Forum hosted a number of mentoring circle activities, including brown bag lunches, educational and social events.

"Our mentoring circles play a vital role in helping women lawyers at the firm grow professionally and chart their own career paths," said Women's Forum co-chair Laura Hoey. "These group activities give associates access to senior lawyers and firm leaders, and provide them with invaluable advice and support as they navigate their careers and build their practices."



Women's Forum co-chair Jane Rogers (second from right) attends an "art jam" with associates in Hong Kong.



The Chicago Women's Forum and summer associates attend a cooking class and dinner.

## NEW WOMEN PARTNERS AND COUNSEL (continued from page 1)

- |  |   |
|--|---|
| ■ <b>ALISON MCLAUGHLIN</b><br>Litigation & Enforcement (Boston)        | ■ <b>LACY VILLANUEVA</b><br>Hedge Funds (New York)          |
| ■ <b>COLLEEN BATHEN MEYER</b><br>Investment Management (San Francisco) | <b>NEW LATERAL COUNSEL</b>                                  |
| ■ <b>REGINA SAM PENTI</b><br>IP Transactions (Boston)                  | ■ <b>CHRISTIANA LAZO</b><br>Private Client Group (New York) |
| ■ <b>AREFA SHAKEEL</b><br>Litigation & Enforcement (Chicago)           | ■ <b>KEREN RIMON</b><br>Private Investment Funds (Boston)   |
| ■ <b>LINDSEY SULLIVAN</b><br>Litigation & Enforcement (Chicago)        | ■ <b>PATRICIA TEIXEIRA</b><br>Finance (New York)            |
| ■ <b>ZAID VAN GIFFEN</b><br>Private Investment Funds (Boston)          |   |

## BY THE NUMBERS

180

Clients  
who attended  
Women's Forum  
events

5

Ranking on *Law360's* "Ceiling Smashers" list  
of large law firms with the highest percentage of  
female equity partners

12

Women who received "We are the Future"  
development grants

25

Women's Forum  
mentoring  
circles