

Diverse Leadership

It is Who We Are



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"I am proud to say that diversity is a priority for our firm. Encouraging and maintaining an inclusive mix of legal professionals and staff is critical to business success, regardless of industry. And, as a global enterprise, we welcome every opportunity to include a wide variety of cultures to provide our clients with services most reflective of their own core values.

By incorporating a diverse mix of people, views and approaches, we ensure a bright, successful future for our firm and the clients we serve."

Mark J. Ruehlmann
Global Chair and CEO

Our Commitment to Inclusion and Diversity

Our Inclusion & Diversity Committee is charged with developing specific diversity initiatives and tracking the progress in achieving those initiatives by:

- Facilitating the implementation of our diversity policies for the recruitment, retention and advancement of our lawyers and staff.
- Increasing a broader and deeper awareness throughout our firm of diversity issues.
- Enhancing the role of our firm in advancing diversity initiatives in the communities we serve.

We are committed to making quantifiable headway by achieving the following goals:

- Increasing the diversity among our lawyers and staff in general.
- Providing training, mentoring and support for diverse lawyers.
- Tracking the assignment and inclusion of diverse lawyers in client opportunities that will facilitate their advancement in the firm.
- Expanding the reach and initiatives of our Resource Groups.
- Providing support and education for an inclusive working environment across the entire firm.
- Continuing to increase the number of diverse lawyers in leadership roles at the firm.

Leadership Snapshot



58% of our 12-member Global Board are people of color or women
42% of our 12-member Global Board are women
25% of our 12-member Global Board are US people of color



26% of our global leadership team are women
26% of our practice group leaders are women
19% of the managing partners of our global offices are women
20% of our industry group leaders are women



46% of the managing partners of our US offices are people of color or women
20% of the managing partners of our US offices are people of color
26% of the managing partners of our US offices are women
31% of our US practice group leaders are people of color or women
10% of our US practice group leaders are people of color
24% of our US practice group leaders are women
56% of our US industry group leaders are people of color or women
22% of our US industry group leaders are people of color
33% of our US industry group leaders are women
27% US Leadership Female Percentage
15% US Leadership Minority Percentage

*Leadership counts include: Global Board, Executive Group, Practice and Industry Group Leaders, Legal Personnel Committee, Diversity Committee, Women's Enterprise, General Counsel's Office, Office Managing Partners and US Hiring Chairs.

Lawyer Representation (US)

17%

partners of color

26%

associates of color

14%

of counsel/counsel of color

25%

women partners

52%

women associates

27%

women of counsel/counsel

2%

openly LGBTQ+
partners

5%

openly LGBTQ+
associates

2%

openly LGBTQ+
counsel/of counsel

Behind the Numbers Our Diversity Story

As a global law firm, we rely on the differences in thoughts, perspectives and backgrounds of our leadership team, lawyers and other professionals, to encourage an inclusive culture.

Too often, the diversity story is told in statistics. Percentages of women, people of color and other underrepresented groups provide a metric to gauge success and see opportunity for improvement. Numbers are important but of real value is the individual behind the number.

What follows are personal statements from members of our leadership team who are often included in statistics as women and/or people of color. We invite you to read their expressions that include their experience at the firm and goals for the future. The brochure also provides a sampling of our efforts to support a pipeline of leaders of color and women leaders through professional development programs and events. This is our diversity story behind the numbers.

Global Board and Firm Leadership



Stacy Ballin

General Counsel, Cleveland

“As the firm’s general counsel, I am the lawyer for our global firm on all of the firm’s legal and business issues. What better testament to our commitment to diversity than the leadership’s selection of a woman to be the law firm’s lawyer, offering counsel and working side by side with firm leadership.”

Stacy Ballin specializes her litigation practice on complex contract disputes. Over the course of 30 years, she has accumulated diverse litigation experience in many areas, including professional liability, the aerospace and defense industry and diversified industrials. Stacy has successfully handled jury trials and appeals in state and federal courts, as well as arbitrations, mediations and other alternative dispute resolution proceedings.



Cipriano Beredo

Global Board Member and Automotive Industry Group Leader, Cleveland

“One of the things I was told when I interviewed at the firm more than 20 years ago was ‘there’s not just one type of person who does well here. We are all different from each other and unique and that’s one of this firm’s greatest strengths.’ Flash forward two decades and I can confirm that statement is absolutely true. Squire Patton Boggs is a firm that values and celebrates differences. I’m very proud of our diverse leadership team and our intentional efforts to promote diversity and inclusion. And I think those things result from having a culture that recognizes that our diversity makes us stronger.”

Cip Beredo, a partner in the global Corporate Practice, regularly advises public companies and privately held businesses on mergers and acquisitions, securities and corporate finance transactions, and a wide range of corporate governance and general business matters.

Cip has particular experience representing corporations and private equity firms in leading complex multijurisdictional acquisition and divestiture transactions. He has completed transactions in more than 30 countries and routinely manages teams of professionals across the globe. A significant portion of his practice involves counseling multiple public and private companies and their boards of directors on takeovers, proxy contests, hedge and corporate governance.



Amy Brown Doolittle

Global Board Member and Co-Leader Class Action & Multidistrict Litigation Practice Group, Washington DC

“I have spent my entire career at this firm. In large part, this is because, from the day I started, I felt valued – as a lawyer, an associate, a partner, a team member and now a firm leader. It is important to me to be at a firm that values and empowers diversity. It not only makes this a more interesting and exciting place to work, it makes us more successful.”

Amy Brown Doolittle co-leads the Class Action & Multidistrict Litigation Practice. She has extensive experience in product liability and mass tort matters, financial services litigation, consumer and commercial arbitrations, class actions and MDL proceedings. Amy has represented clients in high-stakes litigation proceedings across a wide array of industries, from pharmaceutical and chemical companies to financial services and insurance companies. Amy has argued in front of various state and federal trial courts and courts of appeal. She was elected to the firm’s Global Board effective January 1, 2018.



Karol Denniston

Global Board Member,
San Francisco

“I am proud to be a part of our firm’s ongoing commitment and investment in the cultural change necessary to encourage, support and expand diversity and inclusion for everyone. I have had the opportunity to speak with many of our lawyers regarding diversity, inclusion, work/life family matters and advancing women and diverse lawyers. Without exception, I have found our younger lawyers to be energetic, talented, and focused on obtaining experience and training necessary to carry on our traditions of delivering excellent legal services to our clients while protecting and expanding our diverse, inclusive, collegial and collaborative environment. Having practiced for 35 years, I appreciate the firm’s investment in our lawyers and our awareness that achieving our diversity and inclusion goals is a daily commitment. I also appreciate our recognition that diversity and inclusion requires ongoing review, refinement and a commitment to constant cultural change. I am blessed to be a part of the firm and to participate in leadership and our many projects involving diversity and inclusion.”

Karol K. Denniston is a member of the Global Board and an experienced restructuring lawyer. Karol has a strong interest in negotiated restructurings and has been a mediator since 1992. Karol is a member of the firm’s Advancing Women Task Force. Karol has been working in the distress municipal sector since 2009 and routinely represents cities, special districts, indenture trustees, bondholders, taxpayers and monoline insurers in a variety of municipal restructuring engagements throughout the US. She has represented clients in municipal insolvency proceedings with a focus on negotiating resolutions, including in Puerto Rico PROMESA restructurings for the Government Development Bank and COFINA. *The Legal 500* has designated Karol as a municipal restructuring Leading Lawyer.



Stacy Krumin

Global Board Member,
Tampa

“The beautiful thing about being a part of the leadership group of a firm committed to diversity is you get to live, work and interact with colleagues each day in a way that is right from a moral perspective and smart from a business perspective. The makeup of our leadership speaks for itself. Our commitment to diversity starts at the top. I’ve spent my entire career at Squire Patton Boggs and during each stage I’ve felt respected and treated equally with all of my peers.”

Stacy Krumin has a diverse commercial real estate and finance practice. Stacy works hand-in-hand with clients on their commercial real estate investments, including land acquisition, development and construction, leasing, financing and disposition. She also handles acquisition, sale and financing of large, stabilized assets, such as regional distribution facilities, office buildings, shopping malls and hotels. In addition, Stacy has a national leasing practice, representing both owners and tenants in retail, office and industrial leases.



Traci Martinez

Global Board Member,
Columbus

“While in law school, I had ruled out pursuing a career in a large law firm because I thought that there would not be a place for someone like me – a first generation college graduate who was female and Hispanic. I took a chance and vividly recall my interview experience where I met with women partners in leadership positions who were also managing their families. When I met the office managing partner who was African American, I knew this was a firm that did not conform to my preconceived stereotypes of ‘Big Law.’ After practicing here for 10 years, I can confirm that it is indeed a special place that values, promotes and cultivates diversity. I am so proud to be part of the firm’s leadership!”

Traci Martinez is an experienced civil litigation and labor and employment lawyer advising public and private sector clients across various industries. She devotes a large portion of her time to civil litigation and trial work, with an emphasis on the utility locating and construction industries. In this capacity, Traci defends her clients in property damage, personal injury, wrongful death and contractual matters, including complex defense and indemnity issues.



Frederick R. Nance

Global Board Member and Global
Managing Partner US LLP, Cleveland

“My career at the firm spanning almost four decades has witnessed the same evolution in the areas of diversity and inclusion (however denominated) as that going on within the nation as a whole. Meaningful social change often takes place intermittently keyed to triggering, traumatic public events. Within that context, I can say with all sincerity that Squire Patton Boggs is an institution that has distinguished itself in this area by taking risks, nurturing opportunity and sustaining an environment where our successful track record speaks for itself.

As with all large law firms, we still have work to do, but we are in fact leading the way on major law firm diversity and inclusion with the majority of our Global Board being diverse, and literally dozens of our practice groups and offices being headed by women and people of color.

Personally, the fact that a kid from the inner city and son of an auto worker now serves as the global managing partner for dozens of offices around the world confirms that there is something inspirationally different about our firm.”

Fred Nance is the firm’s global managing partner US LLP. Fred is a highly regarded legal and business counselor, a nationally recognized sports and entertainment law practitioner and a leader in the firm. His high-profile practice ranges from involvement in an ongoing series of critical negotiations involving community interests in Northeast Ohio, to serving as business counsel to NBA star LeBron James, comedian Dave Chappelle and other notable athletes and entertainers. He is also an experienced trial litigator in federal and state courts.



Alison E. Treliving

Global Board Member and Inclusion & Diversity Co-Chair, Manchester

"I have been with the firm all of my career. Over my 20 years, I have been given many opportunities and allowed to achieve my goals at each stage of my career.

Therefore, I was delighted to take up the role as co-chair of the firm's Inclusion & Diversity Committee so that I can work to ensure others get the same opportunities that I have received."

Alison Treliving is a partner in our Labor & Employment and Business Immigration Practices and is based in our Manchester office. Alison has a wide variety of experience in both contentious and non-contentious employment law. She regularly advises a range of corporate clients in different business sectors on matters such as board level appointments and departures, outsourcing, disciplinary and grievance matters, cross-jurisdictional disputes and business re-organizations. She is also an experienced litigator who takes a particular interest in complex discrimination claims.

Practice and Industry Group Leaders



Rosa Barcelo

Data Privacy & Cybersecurity Practice
Group Co-Leader, Brussels

“Since joining the firm, it has been clear that the inclusion and diversity policies are very impressive, particularly in the ways the firm applies these policies into its day-to-day culture and operations. We have a diverse workforce in which the firm assures we are integrated, despite differences in background. In my personal experience, this behavior operates in a very natural way, almost effortlessly, perhaps because these values are embedded in the firm’s core and at the center of its entire workforce. I am convinced that these values not only make our firm a great place to work, but also contribute to our ability to provide great work product value to our clients.”

Rosa Barcelo advises clients on data protection and privacy, including compliance with the GDPR and the e-Privacy Directive.

Rosa has nearly 20 years of experience in European data protection and privacy, including expertise in compliance, enforcement and policy. Her experience covers diverse sectors and is drawn from working in private practice, as well as in public service with the European Data Protection Supervisor (EDPS) and the European Commission.

Prior to joining the firm, Rosa was Deputy Head of Unit of the Cybersecurity and Digital Privacy Unit of DG CONNECT in the European Commission, where she led legislative deliberations over the proposed e-Privacy Regulation.



Carolyn Buller

Industry Group Coordinator, Chemicals
Industry Group Leader and New York
Managing Partner, New York

“20 years ago I had this idea for developing a practice dedicated to global chemical companies. It was new, and, of course, risky. But the firm said ‘Go for it!’ and they’ve supported me all the way. That’s the kind of firm this is.”

Carolyn Buller leads our Chemicals Group and has more than 25 years’ experience in mergers and acquisitions, securities matters, corporate counseling and corporate governance. She is listed in *The Legal 500 US*, has been listed in *The Best Lawyers in America* since 2008 and is recognized as a Top Rated Lawyer in *The American Lawyer’s* “Women Leaders in the Law.” She is also a managing partner of the New York Office.

Carolyn regularly leads large, international mergers and acquisitions. She has served as acting general counsel and corporate secretary for a number of companies, including leading chemical manufacturers.

Additional members of this leadership team are included elsewhere in the brochure:

[Cipriano Beredo](#) | [Amy Brown Doolittle](#)



Victoria Cram

Transportation, Infrastructure & Local Government Public Policy Practice Group Co-Leader, Washington DC

“I am proud to be a part of such a diverse leadership team at Squire Patton Boggs. The atmosphere at the firm has always been inclusive and supportive.”

Victoria Cram is the co-chair of the firm’s Transportation, Infrastructure & Local Government Public Policy Practice. She brings more than 25 years of federal advocacy experience representing local governments, other public sector entities and nonprofit organizations in Washington DC with a substantive background in urban policy development. She works closely with her clients to strategize on, develop and implement federal legislative and regulatory agendas.



Matthew Cutts

Financial Services & Tax Public Policy Practice Group Leader, Washington DC

“As head of the Financial Services & Tax Policy Practice and co-chair of the Strategic Advocacy team, I have the pleasure of cross-selling with a talented mix of diverse and multinational lawyers and professionals within our broader Public Policy Practice and global legal and regulatory practices which align with my groups. Diversity and inclusion play a critical role in the excellent client service we are known to deliver.”

With an extensive background in corporate litigation and his knowledge of Capitol Hill and the Executive Branch, Matthew Cutts is known for getting things done for clients where business, law and policy intersect. Though he works across many public policy disciplines, he spends the majority of his time advocating on federal tax policy. In this role, he monitors and advocates on the OECD’s Base Erosion and Profit Shifting Plan; counsels clients on so-called tax inversions; seeks to ensure tax parity and fair treatment for his clients; and advocates tax policies intended to spur economic growth and development.



Kimberly Donovan

Healthcare Industry Group Co-Chair, Miami

“I am eternally grateful for the leaders of yesterday and today who have paved the way for a mom of three to co-chair the healthcare industry group at a global law firm, including clients and firm leadership (men and women) who demanded diversity in leadership positions. I am honored to be part of an amazing and diverse group of talented individuals and believe that more diverse voices today lead to better futures tomorrow.”

Kimberly J. Donovan is co-chair of the firm’s Healthcare Industry Group and has earned the prestigious distinction of Board Certification in Health Law by the Florida Bar. She represents healthcare entities in arbitrations and litigation in federal and state courts nationwide, including more than 100 disputes over the last six years involving managed care and providers.



Lisa Henneberry

Energy & Natural Resources Practice Group and Industry Group Leader, Washington DC

“From the time I joined the firm as a senior associate 22 years ago, and through 20 years as a partner, I have been encouraged and, more importantly, supported in my efforts to take on key roles in high-profile matters and firm leadership. This was driven, in large part, by senior, high-profile partners who saw a path for me to help drive the business forward as part of a diverse and inclusive team that brings different perspectives to the table, always with the aim of maximizing results for the client. As a practice group leader (and industry group leader), I strive to carry these same principles forward.”

Lisa Henneberry, chair of the firm’s global Energy & Natural Resources Practice and Industry Group, has extensive energy experience, including handling all aspects of projects related to natural gas pipelines, power plants, renewable facilities and liquefied natural gas facilities in the US, Latin America, Asia, Africa and Europe. She also has extensive experience in the negotiation and arbitration of natural gas and liquefied natural gas (LNG) price review claims.



Susan Kelly

Restructuring & Insolvency Practice Group Leader, UK and Europe, Manchester

“In my experience, fielding a diverse team of lawyers greatly assists our ability to understand our clients, how they work and how best we can help them achieve their objectives. We will keep on knocking down the barriers!”

Susan Kelly who leads the Restructuring & Insolvency Practice Group in the UK and Europe is a former member of our Global Board. Her expertise covers a broad range of domestic and international insolvency (both contentious and non-contentious), lender security reviews and enhancement, restructuring, turnaround and business support. She has particular experience of acting for financiers, including top-tier banks and international asset-based lenders, plus she regularly represents major firms of accountants and multinational corporations.



Jill Kirila

Labor & Employment Practice Group Co-Leader, Columbus

“I am proud to serve in a leadership role in a firm that is genuinely committed to diversity and equality. As co-leader of the Labor & Employment Practice Group, I witness daily the pride our lawyers take in knowing we can create a deeper awareness of diversity issues through our practices. We strive to create a culture that highlights the importance of diversity in the workplace and are passionate about reaching and exceeding our goals.”

Jill Kirila serves as co-leader of our Labor & Employment Practice. She combines a focus on results with a client-centric approach to serving clients in a broad range of industries, including technology, retail, manufacturing, healthcare and financial services. She draws on her extensive multistate counseling and litigation experience before federal and state courts and administrative agencies to design early, aggressive litigation and litigation avoidance strategies that combine creativity, commitment to understanding the client’s business and the client’s ultimate goals.



Lauren Kuley

Appellate & Supreme Court Practice
Co-Chair and Cincinnati Hiring Chair,
Cincinnati

“I’m grateful to have colleagues and mentors who have championed me all along the way. I became a partner while I was on maternity leave and have felt support and encouragement across the firm to carve out the right balance for my practice and family. I respect and learn from the strong woman leaders around me and look for ways to pay it forward.”

Lauren Kuley is co-chair of the Appellate & Supreme Court Practice. She leads critical motions practice and complex appeals in courts nationwide, with a focus on commercial, white collar and healthcare cases. She simplifies complex issues and develops creative arguments to curtail legal disputes and overturn bad outcomes. Deploying this strategy, Lauren has won reversals of significant verdicts on appeal, and obtained dismissal of high-stakes putative class action claims, RICO claims and payor-provider claims at the pleading stage in federal courts. In the US Supreme Court, Lauren authored the briefs leading to a unanimous reversal for a Fortune 500 company. Lauren previously served in the Ohio Solicitor General’s office and as a law clerk for Judge Karen Nelson Moore of the US Court of Appeals for the Sixth Circuit.



Ann LaFrance

Data Privacy & Cybersecurity Practice
Group Co-Leader, New York

“Having worked for the firm as both associate and partner for more than three decades on both sides of the Pond, I have seen many changes in the profession and in our own ranks. I am convinced that our success, locally and globally, is due in no small measure to the diversity of our people at all levels of the firm, making us far greater than the sum of our parts.”

Ann LaFrance coordinates our EMEA Communications Practice and co-chairs our global Data Privacy & Cybersecurity Practice. Drawing on more than 30 years of industry experience, Ann advises clients on telecommunications regulation and new media policy, competition law, dispute resolution and European Union (EU) data protection and e-privacy matters.

She previously served as Chief International Counsel of MCI Communications Corp. (now Verizon), based in Brussels and London. She played an integral role in formulating company policy on sector regulation, competition law and data protection and advocated the company’s position before the European Commission and national authorities.



Carolina Mederos

Transportation, Infrastructure & Local
Government Public Policy Practice
Group Co-Leader, Washington DC

“I am proud to be a member of a firm with such diverse and talented people. No matter what the issue, there are always colleagues with experience and expertise ready to bring their A game to work with me to serve our clients. We reflect the world. We have a big tent – multiple personalities, backgrounds, ethnic heritages. (My parents came to the US from Cuba.) We thrive on our differences and it is one of the reasons we are able to bring world-class service to our clients every day.”

Carolina Mederos, co-chair of the firm’s Transportation, Infrastructure & Local Government Public Policy Practice, counsels corporations, trade associations and local governments on congressional and executive branch policy, legislative and regulatory matters, with an emphasis on creative federal funding and infrastructure development.

Previously, Carolina served for more than 13 years in senior positions in the Office of the Secretary of DOT, including as deputy assistant secretary for Safety and as deputy assistant secretary for Policy and International Affairs. She is the recipient of the President of the United States Award for Meritorious Executive; Gold Medal Recipient, Secretary of Transportation Award for Outstanding Achievement (the department’s highest honor); Secretary of Transportation Award for Meritorious Achievement; and Department of Transportation Award for Superior Achievement.



Caroline Noblet

Labor & Employment Practice Group
Co-Leader, London

“At its heart, Squire Patton Boggs is all about the business of law and doing all we can to maximize the success of clients. Our diverse people population is key to achieving that aim, as diversity brings different viewpoints and ideas. This approach has also led to our continued expansion into new countries, the growth of our practice areas and breaking into new areas of law and policy. I am particularly proud to lead a very diverse team of labor and employment lawyers, where again, diversity is the key to our success, as we work collaboratively and collegiately in growing and winning our clients on a global scale. We support and nurture our talented lawyers and staff – maximizing talent through diversity is the only way forward.”

Caroline Noblet co-leads our Labor & Employment Practice Group and is based in our London office.

Caroline has approximately 25 years of experience as an employment lawyer, advising a broad range of businesses, including FTSE 100 and 250 companies. She is responsible for some of the firm’s key global accounts, as she coordinates and advises in relation to all matters of employment law, on multijurisdictional and local issues. She is passionate about the benefit a “one-stop shop” service can bring to clients, in terms of the effective and efficiency of legal services delivery.



Deborah Ryan

Americas Chair of the Global Real Estate Practice Group, Dallas

“Embracing diversity of thought, both as a method of managing of our own firm and as a technique to resolve client challenges, is a cornerstone of Squire Patton Boggs.”

Deborah Ryan serves as Americas chair of the global Real Estate Practice. She has devoted her practice to all aspects of commercial real estate investments, development and financing. She has represented both landlords and tenants in leases ranging from long-term ground leases to office leases. She has represented both sellers and purchasers in the acquisition of real estate and partnership interests.

Deborah has represented one of Wall Street’s largest banks in connection with real estate construction lending and some of the nation’s most active commercial real estate developers in connection with development and redevelopment of complex, high-profile properties, including historic properties, many of which involve economic incentives from cities and counties in the form of tax increment financing, tax abatements or other economic development tools.



Rodney E. Slater

Transportation, Shipping & Logistics Industry Group Leader, Washington DC

“Diversity is in the DNA of Squire Patton Boggs. It helps us in our service to clients, especially those that serve a diverse customer base in a global marketplace.”

Former US Secretary of Transportation Rodney Slater helps clients integrate their interests in the overall vision for the transportation system of the 21st century – a vision he set as transportation secretary to promote a safer, more efficient, environmentally sound and sustainable worldwide transportation infrastructure. His practice focuses on many of the policy and transportation objectives that were set under his leadership, including automobile use and development, aviation competition and congestion mitigation, maritime initiatives, high-speed rail corridor development, and overall transportation safety and funding.

Prior to his tenure as Transportation Secretary, Secretary Slater served as director of the Federal Highway Administration, where – as the agency’s first African-American administrator in its century-long history – he oversaw the development of an innovative financing program that resulted in hundreds of transportation projects being completed two to three years ahead of schedule with greater cost efficiencies.



Joseph Walker

Government Investigations & White Collar Practice Group Leader, Washington DC

“Squire Patton Boggs recognizes the value in fostering a diverse and inclusive culture and, as a firm, we take it seriously. A number of diverse lawyers occupy very visible and significant positions at the firm, and that has translated into a competitive advantage. Our clients understand and appreciate the benefits of hiring diverse counsel. By staffing each matter with lawyers who have different insights and experiences, we are able to craft innovative solutions to our clients’ most challenging legal problems.”

Joseph Walker is the leader of the firm’s Government Investigations & White Collar Practice Group. He is a former trial lawyer with the US Department of Justice Criminal Division, Fraud Section, where he was the lead prosecutor on investigations and prosecutions of criminal matters involving complex factual and legal issues, including allegations of bribery, bank fraud, money laundering, securities fraud, counterfeiting, obstruction of justice, mail/wire fraud and violations of the Foreign Corrupt Practices Act (FCPA), Travel Act and Internal Revenue Code in a wide range of industries.



Karen Winters

Environmental, Safety & Health Practice Group Leader, Columbus

“Some truly great mentors, an exceptional network of supportive colleagues and the firm’s maternity leave and flex time policies made the difference for me with respect to my professional development here at Squire Patton Boggs. The pathways to success are many and I’ve tried to encourage that vision in my role as practice group leader.”

Karen Winters leads our global Environmental, Safety & Health Practice Group. She has an established reputation for successfully assisting clients in the management of large-scale environmental liability and compliance issues, providing them with strategic counseling; defense of federal and state enforcement proceedings; defense of environmental tort claims, including public nuisance claims; and advancement and defense of claims for cost recovery.

Prior to joining our firm, Karen worked for five and a half years in the Office of the Ohio Attorney General as an Assistant Attorney General, including Assistant Chief of the Consumer Fraud Division, member of the Environmental Enforcement Division, member of the Federal Litigation Division and member of the Chief Counsel’s staff.

Office Managing Partners



Nicole B. Boehler

Managing Partner, Böblingen

“I am pleased with and appreciate the inclusiveness that I have met after joining Squire Patton Boggs in 2016. I lead a very diverse office where we are happy to embrace and celebrate our differences.”

Nicole Boehler, a US litigator based in Germany, regularly bridges the divide between the expectations of her German clients and the realities of the US legal system. Her product liability and class action defense practice – which spans a wide range of globally marketed products, including motor vehicles, aircraft, power tools and machinery – has imbued her with a keen appreciation of the significant differences between the two systems, along with an ability to communicate those differences in language all parties understand.



Michele Connell

Managing Partner, Cleveland

“I carefully considered my options following law school to maximize my opportunity for success in the male-dominated practice of corporate law. I was initially attracted to Squire Patton Boggs because, unlike other firms, it had multiple female partners in the corporate practice. I interpreted this to mean that the firm supported and recognized women’s achievements. I was correct, and 15 years later, the firm has not disappointed.

Our goal of advancing women in the profession extends beyond our firm. For example, 10 years ago, Squire Patton Boggs was one of the founding members of DirectWomen, a national nonprofit organization focused on increasing women’s membership on boards of directors, and our involvement with that organization continues today. When a firm commits to itself and to the outside community to empowerment and engagement, everyone benefits.”

Michele Connell is a partner in the Corporate Practice. She is also a member of the firm’s Latin America Executive Committee, with particular expertise in mergers and acquisitions in Brazil. Michele focuses her practice on international mergers and acquisitions, compliance and securities law matters, and corporate governance practices. Michele has completed transactions in more than 20 countries and routinely manages teams of professionals across the globe.

Additional members of this leadership team are included elsewhere in the brochure:

[Carolyn Buller](#)



Jane Haxby

Managing Partner, London

“The conversation around inclusion and diversity has evolved during my career. It is about inherent diversity – such as gender, ethnicity, sexual orientation – and acquired diversity that comes from experiences. It is about diversity of thought and the unique skills each person brings – and that makes for a better and stronger business. I have never had a plan and certainly never set out to be in leadership positions. But I have been very fortunate to have people in the firm who saw the skills I could bring to such roles and who have challenged me to do more with those skills for the benefit of the firm.”

Jane Haxby is the managing partner of our London office. Jane is the former European Managing Partner and before that was the head of our EMEA Corporate Practice Group. She has more than 25 years of experience advising public and private companies on all aspects of corporate finance generally, with particular focus on mergers and acquisitions (including takeovers). Jane also advises on corporate governance, reorganizations and general corporate structuring.



James L. Hsu

Managing Partner, Los Angeles

“As a first generation immigrant who grew up in Asia and Central America before my family relocated to South Central Los Angeles, I did not envision becoming a lawyer in a global law firm, much less that I would assume the managing partner role in the Los Angeles office of such a firm. My career and progression at the firm demonstrate that we are not just committed to diversity and inclusion; we act on it. And I am encouraged about the continued progress we are making toward achieving that objective as I look at the new partners and associates we have in our office, the majority of whom are women who reflect the racial and ethnic diversity of Southern California.”

James Hsu represents clients in a broad range of corporate and securities matters, including mergers and acquisitions, debt and equity offerings, public finance transactions, tax-exempt financing, fund formation, private equity and venture capital transactions, joint ventures and partnerships, technology licensing and general corporate counseling.

James was selected by the National Asian Pacific American Bar Association (NAPABA) as one of the Best Lawyers under 40 in 2005. He has been recognized as a Southern California Super Lawyer by *Los Angeles Magazine* each year from 2004 to 2011 and again in 2013. In 2007, James received the California Lawyer’s Angel Award for outstanding *pro bono* service.



Ann-Marie McGaughey

Managing Partner, Atlanta

“Having recently lateraled into the firm, I am well aware of the efforts many firms make to emphasize their commitment to diversity and inclusion. Every firm talks about it these days. However, in my short time with Squire Patton Boggs, I’ve been delighted to experience first-hand that this firm’s commitment to D&I is more than just words. It is a true priority and, indeed, put into action in many ways. We are affirmatively creating and sustaining leadership opportunities for women and people of color. As a woman, being asked to lead a new office in a new and important market for the firm speaks volumes about the firm’s efforts to create a culture that is strengthened by embracing and celebrating the differences that make each of us special. I am proud to be a part of it.”

Ann-Marie McGaughey focuses on the general corporate representation of both publicly and privately held companies, including family businesses, in a wide array of industries, including technology, retail, financial services, manufacturing, healthcare, energy, automotive, travel, education, health and beauty, and service-oriented areas. She has particular skill in representing multinational companies in connection with US transactions and operations, and coordinating multidiscipline and multijurisdictional teams.



Pedro J. Miranda

Managing Partner, Phoenix

“One of the things that makes me most proud about working at Squire Patton Boggs is its dedication to providing a diverse workplace. When we bring a variety of different people from various backgrounds together, we develop the best legal solutions to business problems for our clients and create an inclusive environment that fosters productivity and profitability across our firm.”

Pedro Miranda focuses his practice on public finance. He has served as bond counsel and underwriters’/purchasers’ counsel on financings by governmental bodies underwriter in Arizona, Florida, Texas and the Commonwealth of Puerto Rico.

Pedro has broad experience representing issuers and underwriters/purchasers on both new money public financings and refundings. His experience includes financings secured by project revenues, special sales taxes, general obligation bonds and special assessment bonds. He has worked on financings for highways, electric power facilities, water and sewer facilities, healthcare facilities, airports and sports facilities, and 501(c)(3) universities.



Linda E. S. Pfatteicher

Managing Partner, San Francisco

“Diversity – it is a word we hear used often these days, but what does it really mean to me and to us as a firm?

- It means understanding the concept that people with diverse backgrounds will have different ways of presenting themselves, different thought processes and different approaches to issues.
- It means making an effort to bring together those differences for use in our teaming and problem solving so that we will be able to develop a greater understanding of the issues and identify more effective solutions.
- It means those currently in leadership positions, whether they themselves are “diverse” or not, need to regularly identify ways to gather diverse team members, pull them out of their comfort zones and encourage them to recognize the importance of bringing their unique perspective to the discussion.

If we can truly embrace diversity in these ways, we will have the ability to create a stronger firm.”

Linda Pfatteicher is a partner in the Tax Strategy & Benefits Group. She focuses her practice on international tax and operational structuring for corporations, including global expansion, global transfer pricing strategy, intangible property planning, cross-border mergers and acquisitions, post-acquisition integration and international tax controversies. Linda has also been instrumental in developing the firm’s autonomous driving initiative and regularly advises companies on the regulatory issues impacting this space.

Linda’s clients range from start-ups to billion-dollar multinationals. She has assisted clients in a wide variety of industries, including, most significantly, technology, medical devices, entertainment software, manufacturing and distribution, oil and gas, consumer products and venture funds.



Tatiana Prokopová

Managing Partner, Bratislava

“It is not every day that a law firm entrusts a female partner expecting her first baby with the leadership role of office managing partner – that is a truly inclusive and non-discriminatory promotion and shows the firm’s long-term commitment to its diversity principles.”

Tatiana Prokopová has oversight responsibility for the firm’s Bratislava practice. Tatiana has many years of experience in numerous aspects of Slovak law, particularly general corporate law, including mergers and acquisitions, real estate, construction, litigation and data protection.

Tatiana joined the Bratislava office in 1999 as an associate after graduating from Faculty of Law, Comenius University in Bratislava, Slovakia. Prior to re-joining the Bratislava office as a partner, Tatiana served five years as the chief legal officer of SL Group Slovakia, a member of Israeli real estate developer Ambassador International Real Estate Ltd. She was responsible for all its legal matters in the development of its residential projects in the Slovak Republic.



Alex Shumate

Managing Partner, Columbus

“Someone once told me that ‘Diversity is the mix; inclusion is getting the mix to work well together.’ From my first day in the firm, I have felt respected and supported by my colleagues. Over the years, the firm has presented me with invaluable opportunities to be a leader in the firm and my community and to do sophisticated and complicated mission-critical work for our clients. My colleagues have both listened to and encouraged my voice in helping to ensure that our firm works continually to better reflect the diversity of the clients that we serve. My experience at the firm can be summed up in one important word: ‘included’”

Alex Shumate is widely recognized for his leadership in law, business and community affairs. As a leader in the legislative counseling and administrative law activities of the firm, he counsels clients in business regulatory and legislative matters involving local, state and federal governments. Previously, he served as chief counsel and deputy chief of staff to the governor of the state of Ohio and as assistant attorney general to the state of Ohio.

He provides strategic business counsel to numerous large corporations headquartered in the Midwest and serves as a corporate board member for The J.M. Smucker Company and Cyrus One. Previously, he served as director of Nationwide Financial Services, Inc., Wm. Wrigley Jr. Company, The Limited, Inc., Bank One Corporation and Cincinnati Bell.



Carole Sportes

Managing Partner, Paris

“I am truly convinced that diversity is a great opportunity for any organization, as it feeds the analysis for all the enterprises you want to accomplish through the rich perspective of the various sensibilities that it brings together.”

Carole Sportes is a partner in our International Dispute Resolution team in the Paris office. She began her career in 1995 as a corporate lawyer in Paris, at a multinational professional services group. She then decided to turn to a litigation practice and joined, in 1998, the litigation and insurance department of a global law firm. Before joining Squire Patton Boggs, she co-founded and worked for 10 years to develop a new French boutique law firm in Paris.

Carole is specialized in the areas of insurance, aviation law and in product liability litigation. She acts for major international insurers, air carriers and pharmaceutical companies.

Firmwide Resources

INCLUSION & DIVERSITY

Inclusion & Diversity Committee Co-Chairs



Alethia N. Nancoo

Legal Personnel Committee Member
and Public & Infrastructure Finance
Practice Group, Partner, Washington DC

“Colleagues from other law firms wonder how I balance being an African American female partner with two young children, while also managing a demanding national public and infrastructure finance practice. It is possible because I have the full support of our global law firm that not only embodies its diversity initiatives, but recognizes the important perspective that I bring to my clients, partners and firm management.”

Alethia Nancoo’s practice focuses on public and project debt finance, with particular emphasis on infrastructure construction, airport, toll road and surface transportation, mixed-use multifamily housing, and water and sewer utility sectors.

Alethia advises various municipalities, public issuers and authorities, nonprofit corporations and investment banking institutions on a wide range of transactions in the US and the Caribbean. She has been involved in all phases of public-private partnership (P3) financings and special and general obligation bond financings.



Dannelle Howley

Real Estate Practice Group, Partner,
Sydney

“Diversity inspires us, individually and collectively, to think creatively and insightfully. It not only allows us to deliver better solutions for our clients, but also encourages active engagement across our firm and realization of personal and organizational potential.”

Dannelle is recognised as a leading real estate lawyer in Australia and has acted on some of the largest acquisitions, developments and leasing projects, as well as advised in relation to some of the country’s most iconic assets.

She focuses on complex, structured and large-scale transactions, and her expertise spans all segments of the real estate sector, acting for listed and unlisted property funds, private and government clients.

Known for both her technical legal expertise and commercial acumen, she is recognised by her clients and peers as being at the forefront of the real estate sector in Australia and across Asia Pacific, and regularly presents at industry conferences and legal forums.

Additional members of this leadership team are included elsewhere in the brochure:

[Frederick Nance](#) | [Alison E. Treliving](#)

[Return to TOC](#)

Women's Enterprise Group Co-Chairs

The Women's Enterprise group is the external face of events and initiatives aimed primarily at women in business and law.



Kirsty Bartlett

Women's Enterprise Co-Chair, London

"Working with a talented group of individuals to help our clients achieve their goals brings a smile to my face every day. I am proud to be part of a firm that supports and engages with staff in an inclusive way. Our Women's Enterprise provides clients and colleagues with opportunities to reflect upon and enhance both their own career progression and that of others around them. Diversity of thought and equality of opportunity are important to our law firm and the wider business communities in which we participate."

Kirsty Bartlett has more than 15 years of experience in pensions law. Her practice focuses on UK occupational pensions, working with trustees and sponsoring employers on matters ranging from significant projects such as mergers, benefit changes and buy-ins, to the impact of new legislation, day-to-day compliance and member complaints.



Aneca E. Lasley

Women's Enterprise Co-Chair, Firmwide Hiring Chair and Legal Personnel Committee Member, Columbus

"Over the course of my career at Squire Patton Boggs, I have received incredible support and mentoring, and this has allowed me to succeed as a trial lawyer and a firm leader. The firm values diversity, as it allows each of us to contribute our own unique strengths, perspectives and experience to the firm and its clients. Our diverse culture of talents makes Squire Patton Boggs a successful global law firm and a rewarding place to work."

Aneca Lasley is an accomplished trial lawyer and strategic business counselor who is a leader within the firm and the Central Ohio community.

As a trial lawyer, Aneca successfully litigates and counsels clients on complex commercial disputes, with extensive experience handling product liability and insurance disputes. Her nationwide litigation and trial experience includes multidistrict litigation and class actions in federal and state courts in Ohio and throughout the US.

As a strategic business counselor and trial advocate, Aneca is committed to learning the business and products of her clients. This enables her to provide practical and credible advice to effectively manage risk, help clients achieve their key business objectives and, when necessary, successfully advocate before judges and juries.

Advancing Women



Advancing Women Task Force

The Advancing Women Task Force is an internal initiative, comprised of 12 partners, including multiple global board members and partners from a variety of geographies and practice groups with the mission to study and make recommendations around the advancement and retention of women lawyers in our firm.



Petrina McDaniel

Advancing Women Task Force Member, Atlanta

"Diversity is not just good for business, it is in fact just ... good. Squire Patton Boggs recognizes that the phrase 'diversity and inclusion' is really about respecting and seeking to understand someone else's experience that is not your own. This is not a radical concept, but we often think of diversity in unique, isolating terms – as if there is something rare or special about working with bright, talented lawyers who happen to be women, LGBTQ, or people of color. While there is much work to do, we are striving to normalize inclusion as a construct so that we can better reflect the reality of the world in which we live and practice and the clients we serve. What we know is that our differences yield smarter discourse, creative problem-solving, and innovative ideas, which in turn makes us better—as people and as a firm."

Petrina McDaniel is a commercial litigator and Certified Information Privacy Professional (CIPP/US) whose practice uniquely blends complex litigation and class action defense, regulatory compliance, and privacy risk management. Business-focused and pragmatic, clients laud Petrina as an "extremely energetic and engaged advocate" who provides "legally comprehensive and business-oriented advice."

Additional members of this leadership team are included elsewhere in the brochure:

[Stacy Ballin](#) | [Carolyn Buller](#) | [Michele Connell](#) | [Karol Denniston](#) | [Traci Martinez](#) | [Fred Nance](#) | [Valerie Ravit](#) | [Alison Treliving](#)

Legal Personnel Committee



Karen French

Legal Personnel Committee Member, Leeds

“I have worked on a job-share basis as a property lawyer for in excess of 20 years, the last 10 years of which have been as a partner in the Leeds office heading up our Yorkshire manufacturing team and playing an important role in the firm’s global Industrial Products Industry Group. I have taken that very deep support from the firm into my work with manufacturers, being passionate about encouraging women into and being promoted through their engineering and manufacturing careers. Our thought leadership in this field demonstrates our deep routed commitment to diversity, both within our own legal practice and through the wider business community.”

Karen French is a property partner in the Leeds office of the Real Estate Practice Group and has more than 25 years’ experience as a commercial property lawyer. Principally, Karen acts for corporate real estate clients across a breadth of types of occupation, including chemical distribution, builders, merchants, textile operators, call centers, paper producers and electrical manufacturers. Karen is co-leader of the Corporate Real Estate team in Leeds.



Wendy Hunter

Legal Personnel Committee Member, London

“Looking back, I think I took for granted my good fortune in starting my legal career working for partners who saw the benefit of diversity and who valued associates and staff for our skills and abilities, whoever we were and wherever we came from. 25 years on, I am still with Squire Patton Boggs, but now I am one of the partners. I strongly believe that the attitude of welcoming diversity and supporting inclusion has produced and will continue to produce huge benefits for all within our firm and for our clients.”

Wendy Hunter is a partner and leads our London Pensions Practice Group. Having joined the firm in 1993, Wendy has well over two decades of experience advising employers and trustees on all aspects of pensions law, including scheme documentation and pension aspects of corporate transactions, especially public to private sector transfers and investment matters. The breadth and depth of her experience is recognized by the leading legal directories, *Chambers UK* and *The Legal 500 UK*. One has stated that “she combines a strong technical knowledge of pensions issues with an ability to communicate effectively with, and relate to, trustee directors,” while the other notes that she is “very experienced, practical and willing to give strong advice.”



Laura Lawless

Legal Personnel Committee Member, Phoenix

“When considering where to move my practice several years ago, diversity in leadership was high on the list of priorities. The firm approached diversity less as an idea and more as an action, actively recruiting, promoting and retaining qualified women and minority lawyers, including in leadership roles. I’m proud of the decision I made to join and continue to see that diversity is not a box to be checked off, but a fundamental corporate value of the firm. This is not only the right thing to do and the right approach to take, but a business sensible approach – one that benefits and appeals to our clients who already understand the value of a representative workforce and outside counsel team.”

Laura Lawless is a trial lawyer who represents employers before federal and state courts and administrative agencies, as well as in arbitration and mediation proceedings, defending employers in matters arising under federal and state employment laws, including claims of discrimination, harassment, retaliation, whistleblower retaliation, wrongful termination, wage and hour violations, and breach of contract, as well as in noncompetition, nonsolicitation, nondisclosure, trade secret and unfair competition cases.



Valérie Ravit

Legal Personnel Committee Member, Paris

“Since I joined the firm, I have experienced its commitment to diversity and inclusion, with the constant support of practice group leaders and my office manager, allowing my progression within the firm. As a new member of the LPC group, I am dedicated to continue encouraging and supporting the firm’s commitment to diversity and inclusion.”

Valérie Ravit is a partner within the dispute resolution department of our Paris office. Her activity is focused in the areas of insurance and reinsurance, industrial risks, environmental liability, and product liability, especially for health products. Valérie advises leading insurance companies both regarding policy wording and coverage issues. She is also involved in reinsurance litigation. Valérie acts for leading companies in sensitive product liability and life sciences litigation. In particular, she acts for large pharmaceutical companies in relation to individual claims, but also in large mass claims.

Additional members of this leadership team are included elsewhere in the brochure:

[Lauren Kuley](#) | [Aneca Lasley](#) | [Alethia Nancoo](#) | [Tatiana Prokopova](#)



Tanja Weber

Legal Personnel Committee Member,
Berlin

“To me personally, an important aspect of diversity is giving a voice to everybody. I strongly believe that a blend of different voices is key to have better conversations, discussions and results. In the 20 years of working with the firm, I was able to experience firsthand how a culture of encouraging each team member to find their own voice improves the way we work and with that the services and products we provide for our clients.”

Tanja Weber is partner in our Labor & Employment practice based in our Berlin office. She focuses her practice on litigation and counseling in all aspects of German labor and employment law, as well as related fields such as pensions and social security law. Her particular expertise covers advising national and international corporations on all aspects of individual and collective employment law issues. She has significant litigation practice in all these areas.



Helen H. Yang

Legal Personnel Committee Member
and Deputy Practice Group Leader for
Litigation Practice Group in Los Angeles,
Los Angeles

“In a significant cross-office case that I worked on, seven women lawyers at our firm went on maternity leave during very active phases of litigation, and our team worked together to provide seamless and effective representation for our clients.”

Helen Yang focuses her practice on complex commercial litigation in both state and federal courts. Helen handles an extensive variety of cases, including environmental toxic tort litigation, business contractual disputes, product liability, real estate and intellectual property matters. She is versed in the strategic use of prejudgment and pretrial law and motion practice and has experience representing the firm’s clients in the courtroom, depositions and in alternative dispute resolution.

Hiring Chairs



Digna B. French

Hiring Chair, Miami

“I have been at the same firm (through several mergers) my entire career, in large part because of the inclusive culture it has always provided. Being a child of immigrants, the first person in my family to obtain a university degree, and a mother, it has always been important for me to be at a firm that values diversity, and actually ensures an inclusive culture. I’m proud to say without hesitation that for over 20 years, I have been a part of such a diverse law firm.”

Digna French focuses her practice on complex, commercial and multidistrict litigation, products liability defense, securities and shareholder litigation, financial services litigation, cross-border litigation and international litigation, and arbitration in both state and federal courts. Digna also maintains an active appellate practice. She has specialized in defending sovereign nations and multinational corporations, including officers and directors, particularly in issues relating to expropriations and seizures, international claims, arbitral proceedings and domestication of foreign judgments. Additionally, Digna has experience in issues having to do with internal and money laundering investigations and judicial proceedings as a result of the investigations.

Additional members of this leadership team are included elsewhere in the brochure:

[Lauren Kuley](#) | [Aneca Lasley](#)

Leadership Training Paves the Way for Success

We take a long-term view of development, nurturing well-rounded lawyers with in-house and outside training and experience to provide the highest level of client service. Broad work experience, continually increasing responsibilities and new challenges are all part of our efforts to see our lawyers thrive. While we offer growth opportunities to all of our lawyers, we have made a special commitment to focus on the retention of our minority and female lawyers.

Our firm is a member of the Leadership Council on Legal Diversity (LCLD), a national organization made up of the legal profession’s top general counsel and managing partners. For the past eight consecutive years, we have selected an individual for the LCLD Fellows Program, which is designed to increase diversity at leadership levels in law firms and corporate legal departments around the country.

We also participate in the LCLD Pathfinder Program. Launched in spring of 2015, the Program is designed for diverse, high-potential, early career lawyers to provide these “Pathfinders” with practical tools for leveraging internal professional networks through relationship-building skills, developing foundational leadership skills and building an understanding of career development strategies applicable to both in-house and law firm practice.

Our lawyers are in attendance at a variety of professional development conferences and events, including the California Minority Counsel Program Annual Business Conference, Corporate Counsel Women of Color, Hispanic National Bar Association Corporate Counsel Conference, The She-Suite Summit and many more.

Our rapidly evolving and expanding Women’s Enterprise is implementing significant steps toward attaining our goals through task forces that support mentoring and professional development. The Women’s Enterprise provides a forum for our lawyers and other women professionals to connect and support each other and our practices through networking events and panel presentations.



We hosted LCLD Fellows and Pathfinders for a Leadership Lunch Plus at our New York office prior to the store tour (photo courtesy of Abercrombie & Fitch).



“Shortly after my return from maternity leave, the firm suggested that I attend the #WeAreFutureLeaders Conference, an event targeted at promoting female leadership in business. This gave me confidence that the firm will invest in my career to encourage and equip me to pursue a role in leadership.”

Jenny Broderick, senior associate based in Leeds, UK, and participant in the #WeAreFutureLeaders 2019 Conference



“The firm supported my attendance at the Chart Your Own Course (CYOC) Career Development Conference in Orlando, Florida, at which I had the opportunity to network and foster relationships with diverse lawyers from other major law firms, as well as in-house lawyers. At the conference, we were able to engage in frank and candid conversation regarding a variety of topics, including mentoring and “sponsorship” of diverse lawyers, work ethic and “grit,” developing a brand, maintaining intellectual curiosity, overcoming implicit bias and business development. The CYOC conference was professionally and personally gratifying, and allowed me to develop long-term relationships that have extended well beyond the conference itself and promoted my continued success within the legal field.”

Marques Richeson, partner based in Cleveland, Ohio, and participant in the 2020 LCLD Fellows Program and 7 annual Chart Your Own Course Career Development Conferences



“Being an associate at the firm has provided me with a number of opportunities that have helped me to grow both professionally and personally. For example, I was selected as a Pathfinder for the Leadership Council on Legal Diversity. During this year-long program, I was able to learn from, and network with, a wide array of well-respected legal professionals, which elevated my profile within the legal profession and strengthened my ability to represent the firm and our clients.”

Brandon Roman, senior associate based in Washington DC, and participant in the 2018 LCLD Pathfinders Program



“I completed a year-long Fellows program with LCLD, which was incredibly rewarding. I attended three LCLD conferences with over 200 fellows from companies and law firms across the US, and discussed pertinent and challenging issues in our profession. I also had the opportunity to attend a learning experience at McDonald’s and a leadership lunch that our firm co-hosted with Abercrombie & Fitch. Moving forward, I am looking forward to being involved with LCLD’s active alumni network.”

Helen Yang, partner based in Los Angeles, California, and selected for the 2017 LCLD Fellows Program

Representative Diversity Awards and Recognition

Firm Awards

**Best National Firm
for Work-Life Balance
(North America)**
Euromoney Americas
Women in Business
Law Awards

**Certificate of Merit
(Good Partner in the
Community)**
Via Bona Slovakia Awards

**Employer of Choice
Gold Medal Winner**
Australasian Lawyer

Family Friendly Award
Ohio Women's
Bar Association

**Top Ten Firms for
Gender Diversity and
Family Friendliness**
Yale Law Women

**Best Law Firms
for Women**
Working Mother Magazine

**Achieved 100% rating
for 12th consecutive
year in the Corporate
Equality Index**
Human Rights
Campaign Foundation

**Member's Choice
Award**
The Military Spouse
JD Network

**Top 100 Firm for
Minority Attorneys**
Law360

**Top Firms for Diversity
in annual Diversity
Scorecard Report**
The American Lawyer

Individual Awards

Michele Connell

- Women Worth Watching – *Profiles in Diversity Journal*
- 15 Women of Note – *Crain's Cleveland Business*

Karol Denniston

- Leading Lawyer in municipal restructuring – *The Legal 500*

Digna French

- Florida Trailblazers – *Daily Business Review*
- Top Latino Lawyers list – *Latino Leaders magazine*
- Recognized as a Leading Individual for commercial litigation – *Chambers USA*

Jane Haxby

- Top Global Female Star Lawyer – *Acritas*
- 100 Most Inspirational Women from Greater Manchester – *Greater Manchester Business Week*
- Women 100 List – *Insider Media*
- Top 100 Women in Business – *North West Business Insider*

Lisa Henneberry

- Latin America: Top 100 Female Lawyers – *Latinvex*

Jill Kirila

- Employment Trailblazers – *National Law Journal*
- Graduate – Leadership Columbus

Ann LaFrance

- Cybersecurity & Data Privacy Trailblazer – *The National Law Journal*
- Client Choice Award for International: Telecommunications (UK) – International Legal Office

Aneca Lasley

- Forty Under 40 – *Columbus Business First*
- Graduate – Leadership Columbus

Laura Lawless

- Outstanding Women in Business – *Phoenix Business Journal*
- 40 under 40 – *Phoenix Business Journal*

Traci Martinez

- Top Latino Lawyers, Most Powerful Women in Law – *Latino Leaders*
- Pathfinder Program Facilitator – Leadership Council on Legal Diversity
- Forty Under 40 – *Columbus Business First*
- Fellows Program – Leadership Council on Legal Diversity
- Graduate – Leadership Columbus

Ann-Marie McGaughey

- Georgia Trailblazers – *Daily Report*
- Legal Elite – *Georgia Trend*
- 50 Up and Comers – *Atlanta Business Chronicle*
- Leaders in Law – *Atlanta Woman*
- Leading Lady – The White House Project
- Women in Law – *Lawyer Monthly*

Carolina Mederos

- President of the United States Award for Meritorious Executive
- Gold Medal Recipient, Secretary of Transportation Award for Outstanding Achievement (the Department's highest honor)
- Secretary of Transportation Award for Meritorious Achievement
- Department of Transportation Award for Superior Achievement

Pedro Miranda

- Top 100 Lawyers in Arizona – *AzBigMedia*

Fred Nance

- Inductee Hall of Fame Class – *Inside Business*
- Distinguished Business Leader Award – *AARP*
- Most Influential Black Corporate Directors – *Savoy*
- Most Influential Black Lawyers in America – *Savoy*
- Managing Partner of the Year Pathfinder Award – Fourth Annual African-American Managing Partners and General Counsel Dinner, during the National Bar Association's 89th Annual Convention

Alethia Nancoo

- Diversity Leader Award – *Profiles in Diversity Journal*

Caroline Noblet

- Hot 100 – *The Lawyer*
- Female Powerbroker – *Law360*

Linda Pfatteicher

- Most Influential Women in Bay Area Business – *San Francisco Business Chronicle*

Alex Shumate

- Lifetime Achievement Award – *Who's Who in Black Columbus*
- Most Influential Black Corporate Directors – *Savoy*
- Power List – *Lawyers of Color*
- Smart 50 Leaders – *Smart Business Magazine*

Deborah Ryan

- Best in Real Estate – Euromoney Americas Women in Business Law Awards
- Most Prominent Women in Business – *North America News Magazine*
- Women of Influence – *Real Estate Forum*
- Outstanding Women in Business – *Dallas Business Journal*

Karen Winters

- Top 25 Women Lawyer in Columbus – *Columbus Monthly*
- Top Lawyers in Central Ohio – *Columbus CEO*

Snapshot of Events

Here is a sampling of events organized by many of the diverse leaders included in this brochure and their allies.



During the month of February, we hosted our annual Ron Brown & Louis Stokes 1L Inclusion & Diversity events in our Cleveland, New York, Phoenix and Washington DC offices.



Columbus, Ohio – Aneca Lasley moderated a panel at the Ohio Women’s Bar Association and Ohio Women’s Bar Foundation’s annual meeting. Meghan Hill serves as a trustee on the OWBA/OWBF board, and the firm sponsored the event and hosted clients at the luncheon.



#EachforEqual: A salute from #TeamSPB partners and lawyers around the world to celebrate International Women’s Day 2020.



Hosting a “Career in Law” roundtable for law students, in partnership with social mobility organization, Aleto Foundation.



Members of the Santo Domingo office, Santo Domingo, Dominican Republic.



Bratislava – Women in Business event organized by the American Chamber of Commerce in Slovakia. Tatiana Prokopová (office managing partner, Bratislava) speaking about her professional, social and personal experience as a woman who has succeeded in a society and career that has been traditionally dominated by men.



Women's Enterprise Event, Washington DC



Globally, the firm showed support for World Mental Health Day in a number of different ways including providing copies of Mental Health in the Law related books to staff.

