

## NALP BOARD STANDARD LIAISON REPORT

October 21, 2019

My Name: Morgan L. Smith, Professional Development Director  
My Employer: Dykema Gossett PLLC  
My Email: mlsmith@dykema.com  
My Phone Number: 312-627-2151

Organization: American Bar Association  
Section: Commission on Women in the Profession (CWP)

Chair or Key Person: Stephanie A. Scharf, Chair  
Chair or Key Person Email: sscharf@scharfbanks.com

### **Report any meetings, webinars, calls or conferences with organizations you have attended in the last 3 months:**

I attended the recent CWP business meeting in October telephonically and plan to attend the CWP business meeting at the ABA Mid-year Meeting in February in Austin.

I will be attending the April 30 – May 2 CWP Launching Leaders Retreat for Women and participating as a breakout session co-facilitator.

### **Report any notable information or project of interest to NALP/NALP members within the last 3 months:**

The Chair of CWP has raised concerns about the firms reporting two tiers of partnership in the NDLE but not providing a gender breakdown. I provided NALP's position:

The NDLE is a voluntary data collection effort with a goal of providing job seekers with basic information about an organization and its hiring practices. It is used for two purposes: (1) to publish organizations information in the NALP Directory of Legal Employers online; and (2) to provide a standardized reference form for law schools. The Directory is a self-reporting mechanism and many firms hold their partnership information closely, so some participating firms may not complete the section fully. NALP sees its role as a conduit for data and encourages all employers to complete their online forms in detail.

She understands, but wonders about how other organizations reporting statistics handle it (The *Chicago Lawyer* for example). Could you make assumptions that encourage more detailed reporting (e.g., if no breakdown, assume all are non-equity)? Or could there be a numerical threshold where you have to report the gender breakdown by partnership tier?

### **Attach or include any notable communication of interest to NALP:**

Launching Leaders Retreat, April 30 – May 2 in Scottsdale – draft agenda attached.

World Forum for Women in the Law, July 29-31, 2020 in Chicago – brochure attached.

### **Report any upcoming project or event of interest to NALP:**

CWP is holding a Launching Leaders Retreat April 30 – May 2, 2020; note, it overlaps with NALP's Annual Education Conference.

CWP is holding a World Forum for Women in the Law, July 29-31, 2020 in Chicago leading up to the ABA meeting – brochure attached.

Toolkits (or other product) coming around year end from *Guided Conversations* and *Men in the Mix*.

**Report any goal(s) you hope to accomplish by end of your term:**

I will continue to represent NALP's position on gender data collection in the NDLE and help bridge the interests of CWP and NALP.

**Report any goals suggested for the next year:**

NALP may want to formally offer assistance with the next steps after the ABA Presidential Initiative research project "Achieving Long-Term Careers for Women in the Law," which went beyond After the JD and looked at women who leave the practice after 20+ years as a lawyer.

**Identify any other NALP members(s) who also play a role of note with this entity:**

Milana Hogan continues to be involved with CWP on Grit-related projects, She will be a faculty member at the Launching Leaders Retreat.

**Identify what significant benefits there are for NALP to continue this liaison relationship:**

The CWP continues to research issues related to women's professional development in the legal profession, and provide tools and resources to effectuate change.

NALP members will benefit from a front row seat at the Commission and the ABA now with the focus and work around gender issues in the profession.



AMERICAN **BAR** ASSOCIATION

Commission on Women  
in the Profession

Draft as of 10/7/2019, Subject to Change

## Launching Leaders Retreat

April 30 – May 2, 2020

Omni Montelucia Resort, Scottsdale AZ

### Schedule at a Glance

#### **Thursday, April 30**

2:00-7:30 p.m. Registration

4:30-4:45 p.m. Event Orientation with Icebreaker

4:45-5:00 p.m. Welcome Remarks

5:00-6:00 p.m. Plenary – Personal Perspectives: Leading from within Fireside Chat with Michelle Banks and Michele Coleman Mayes, Jean Lee moderating

6:00-7:30 p.m. Welcome Reception

#### **Friday, May 1**

7:30-10:30 a.m. Registration

7:30-8:30 a.m. Networking Breakfast

8:45-9:15 a.m. Plenary – Moving up instead of Moving out: What We Know from Women in Law Long-Term Careers Research with Stephanie Scharf and Bobbi Liebenberg, speakers

9:15-10:30 a.m. Plenary – Developing a Gritty Team with Milana Hogan, Paulette Brown, Elizabeth Deeley and Ingrid Busson-Hall, Mary Torres moderating

10:30-10:45 a.m. Break

10:45-11:45 a.m. Breakout Sessions

12:00-1:30 p.m. Luncheon with Paula Boggs, keynote speaker

2:00-5:30 p.m. Excursion – choice of Desert Botanical Gardens tour, Taliesin West tour, or Desert Hike

6:00-7:00 p.m. Networking Reception

7:00-9:00 p.m. Dine-a-Rounds

#### **Saturday, May 2**

7:45-8:45 a.m. Networking Breakfast

9:00-10:15 a.m. Plenary – Moving into Positions of Power with Eileen Letts, Betty Francisco, Cyndie Chang and Trish Refo, Maureen Mulligan moderating

10:15-10:45 a.m. Break

10:45-11:45 a.m. Breakout Sessions

12:00-1:30 p.m. Closing Luncheon with Anne Brafford, keynote speaker

1:30-5:00 p.m. Optional Excursions

## Program Schedule and Descriptions

### **Thursday, April 30**

2:00-7:30 p.m. Registration

4:30-4:45 p.m. Event Orientation with Icebreaker, led by Eileen Letts, Partner, Zuber, Lawler, and Del Duca

4:45-5:00 p.m. Welcome Remarks by Stephanie Scharf, Partner, Scharf Banks Marmor, LLC; Mary Torres, Owner and Member, Law Offices of Mary T. Torres; and Maureen Mulligan, Partner, Peabody & Arnold

5:00-6:00 p.m., Personal Perspectives: Leading from Within Fireside Chat

An intimate conversation with some of the legal profession's luminaries will address workplace dynamics as it applies to gender, race, and ethnicity. Expect a deep dive into the observations these experts have made over the course of their careers. This session will include a robust Q&A period with the audience. Major takeaways from Commission research such as Guided Conversations, Men in the Mix and Bias Interrupters will also be discussed as it applies to the speakers' personal experiences.

Speakers: Michele Coleman Mayes, Vice-President, General Counsel, and Secretary, New York Public Library and Michelle Banks, Senior Advisor, BarkerGilmore

Moderator: Jean Lee, President and Chief Executive Officer, Minority Corporate Counsel Association

### **Friday, May 1**

7:30-10:30 a.m. Registration

7:30-8:30 a.m. Networking Breakfast

8:45-9:15 a.m. Moving Up Instead of Moving Out: What We Know from Long-Term Careers for Women in Law Research

Despite the great influx of women into the profession over the past 30 years, far too many experienced women attorneys are leaving their firms just when they should be in the prime of their careers and enjoying the most success. Clients are increasingly seeking senior women lawyers to try cases and lead deals on their behalf, and firms that continue to allow a gender gap will find themselves at a competitive disadvantage in the legal marketplace. Equally problematic is the loss of talent and diversity when large numbers of women outright leave the legal profession, in much greater numbers than men. The ABA's ground breaking Initiative on Achieving Long-Term Careers for Women in Law, co-chaired by Roberta Liebenberg and Stephanie Scharf, conducted a series of innovative research studies of experienced women, men, and managing partners across a spectrum of practice settings, to examine the everyday experiences that affect the satisfaction, success, and attrition of experienced women attorneys. Based on the results of their eye-opening research, Bobbi and Stephanie recommend concrete strategies and solutions to create a more level playing field for women attorneys at all stages of their careers and to stem the attrition of talented and experienced women from the legal profession.

Speakers: Stephanie Scharf, Partner, Scharf Banks Marmor, LLC and Roberta Liebenberg, Partner, Fine, Kaplan, and Black

9:15-10:30 a.m., Developing a Gritty Team

Beyond developing your own personal grit and growth mindset – two of the main characteristics of successful women lawyers – how can you help those you work with maximize their grit and growth mindset to support team success? Grit and growth mindset are important tools to develop for staying focused and committed to longer-term goals and handling challenging situations. Lots of conferences address how you can be “gritty” but these speakers will tackle a new topic and share how to create and support a “gritty team” in a legal working environment.

Speakers: Paulette Brown, Senior Partner and Chief Diversity and Inclusion Officer, Locke Lorde, LLP; Ingrid Busson-Hall, Associate General Counsel, Head of Financial Regulation, PayPal; Elizabeth Deeley, Partner, Latham & Watkins; Milana Hogan, Chief Legal Talent Officer, Sullivan & Cromwell, LLP; moderated by Mary Torres, Owner & Member, Law Offices of Mary T. Torres

10:30-10:45 a.m. Break

10:45-11:45 a.m. Breakout Sessions

Breakout 1: Nuts & Bolts of Grit

For those unfamiliar with, or who want a refresher on, the principles of grit and growth mindset, two traits that many successful women lawyers have in common. Learn how to develop these traits and apply them to your own career success.

Facilitator: Milana Hogan, Chief Legal Talent Officer, Sullivan & Cromwell, LLP

Breakout 2: Discussion on Developing Gritty Teams

Dig deeper into the takeaways from the plenary, clarifying actionable steps to develop your own team’s grit and growth mindset.

Facilitator: Paulette Brown, Senior Partner and Chief Diversity and Inclusion Officer, Locke Lorde, LLP

Breakout 3: Discussion on Developing Gritty Teams

Dig deeper into the takeaways from the plenary, clarifying actionable steps to develop your own team’s grit and growth mindset.

Facilitator: *Pending*

Breakout 4: When Will You Need Grit?

Brainstorm and develop scenarios when mid-career and senior women lawyers might use their grit and growth mindset to ensure success. Future users of the Grit Project Toolkit will benefit from considering the scenarios you envision.

Facilitator: Katherine Larkin-Wong, Litigation & Trials Associate, Latham & Watkins and Morgan Smith, Professional Development Director, Dykema

12:00-1:30 p.m. Luncheon with Paula Boggs, keynote speaker

Paula Boggs, former GC of Starbucks Corporation, will discuss how taking risks can lead to rewards as she chronicles her decision to leave her position as General Counsel of a major company and change her direction to pursue her dream as a singer/songwriter.

Speaker: Paula Boggs, Vocalist, the Paula Boggs Band

2:00-5:30 p.m. Choose One Excursion

- Desert Botanical Garden Guided Tour

Follow the brick path: take the Garden's mail trail and learn the unique characteristics of desert plants from around the world. The loop trail features outstanding displays and exhibits including the *Sybil B. Harrington Cactus and Succulent Galleries* and the *Berlin Agave Yucca Forest*. This tour focuses on desert plant biology where you can explore the great diversity of form, texture, and color found in this wondrous array of cacti and succulents from around the world. You will also learn how desert plants are uniquely adapted to survive and thrive in a harsh desert environment and people's interactions with desert plants. Learn the amazing ways people use desert plants for food, tools, and shelter.

- Desert Hike

We'll begin by meeting your group at the resort, and accompanying you to the trailhead; on the way, our lead guide will deliver a briefing on desert hiking safety and offer tips on staying comfortable. When our boots meet the desert, we'll make sure that everyone has plenty of water, and we'll be carrying some high energy snacks along as well. Our guides will open up this amazing resource with information, anecdotes and observations of the area through which our carefully selected trail winds.

- Taliesin West Guided Tour

This guided tour gives an intimate and in-depth look at Taliesin West. In addition to the seminar theater, music pavilion, cabaret cinema, and Frank Lloyd Wright's private office, this tour includes a visit to the dramatic living room where you will sit in Wright-designed furniture and experience first-hand the drama of being a guest in Wright's famous living room.

6:00-7:00 p.m. Networking Reception

7:00-9:00 p.m. Dine-a-Rounds

A variety of offsite dinner reservations will be made. Enjoy food and conversation with your fellow attendees.

**Saturday, May 2**

7:45-8:45 a.m. Networking Breakfast

9:00-10:15 a.m. Moving into Positions of Power

If you're preparing to move into a new position of power within your current job or pivot to a new one, new research offers steps you can take to get to the next level. Whether you want to rise to equity partner, manage your firm or department, increase your business, become a General Counsel, or run a non-profit this session will present research that identifies best practices for women lawyers to claim power within their legal organizations. Learn how to promote allyship and systemic change to retain more women in the legal profession. You will leave with exclusive tips and action steps for staying in the game and taking it to the next level.

Speakers: Eileen Letts, Partner, Zuber, Lawler, & Del Duca; Betty Francisco, General Counsel, Compass Working Capital; Cyndie Chang, Los Angeles Managing Partner, Duane Morris; moderated by Maureen Mulligan, Partner, Peabody & Arnold, LLP

10:15-10:45 a.m. Break

10:45-11:45 a.m. Breakout Sessions

Breakout 1: How Can I Be Appointed to a Corporate Board?

If your next goal is to branch into corporate board leadership, this is your chance to ask questions and create a personalized strategy.

Facilitator: *Pending*

## Breakout 2: Take Your Business to the Next Level/Rise into Firm Leadership (Large Firms)

Chart your path to becoming a major rainmaker in your firm and attaining that coveted management position.

Facilitator: *Pending*

## Breakout 3: Take Your Business to the Next Level/Rise into Firm Leadership (Small and Medium Sized Firms)

If you are part of a boutique firm or even hang out your own shingle, don't miss hands-on tips to attract a wider client base and stand out as a thought leader in your practice area.

Facilitator: Kathy DeBruhl, Owner, Kathleen L. DeBruhl & Associates, LLC

## Breakout 4: How Do I Become a General Counsel?

You can assume the helm of a corporate legal department; clarify your road map here.

Facilitators: Michele Coleman Mayes, Vice-President, General Counsel, and Secretary, New York Public Library and Michelle Banks, Senior Advisor, BarkerGilmore

## 12:00-1:30 p.m., Closing Luncheon – a Recipe for Workplace Well-Being: D-R-E-A-M

Effective leaders foster peak-performing workplaces in which business and people grow and thrive together. This includes taking good care of themselves and fostering work cultures that enable others to be their best. In this session, Anne Brafford will help you build happy, healthy, and engaged teams using her science-backed "DREAM" team recipe: Developing, Relationships, Energy, Autonomy, and Meaning. Anne's a doctoral student in organizational behavior who was a Big Law partner before shifting her career focus to become a thought leader on lawyer well-being. Anne was Editor-in-Chief and a co-author of the *National Task Force on Lawyer Well-Being's* 2017 report; creator of the ABA's Well-Being Toolkit for Lawyers and Legal Employers; and author of the ABA-published book *Positive Professionals*, which provides advice for aspiring positive leaders.

Speaker: Anne Brafford, Founder, Aspire Legal

## 1:30-5:00 p.m. Optional Excursions

# American Bar Association

# 2020 World Forum for Women in the Law

The American Bar Association Commission on Women in the Profession invites you to sponsor the first-ever **World Forum for Women in the Law** to be held in the United States, to take place on July 29 – July 31, 2020 in Chicago. This unique conference will focus on *Women, Power and Disrupting the Status Quo*.

The Forum will bring together over 200 invited women leaders in the legal profession, representing a global array of international firms and corporations committed to advancing women into leadership roles. Sessions will be led by prominent leaders in all areas of practice: private law firms, public and private corporations, the judiciary, government, and NGOs. The Forum will be highly interactive with opportunities to learn about strategies and initiatives that have been successful across firms and organizations from around the globe and to engage in dialogue with leaders in the field.

Your firm has its own international reach and a strong commitment to diversity and inclusion. We hope you will take this extraordinary opportunity to be a sponsor of this exciting and innovative global event, which will provide special opportunities for your firm to participate in a meaningful way. We know philanthropic budgeting cycles are approaching and we hope this request will be considered in time to secure your participation in the 2020 World Forum. Information about levels of support is included.

We look forward to you and your firm joining us in hosting women leaders in the law from around the globe and advancing women in the legal profession. Be among the first to sign on with your pledge by November 30, 2019.

Sincerely,

**Stephanie Scharf**

*Chair, Commission on Women in the Profession*

**Paulette Brown**

**Bobbi Liebenberg**

*Co-Chairs of the World Forum*



The Commission on Women in the Profession is a national voice for women lawyers and a major source of programs, initiatives, and publications to support full and equal participation of women in the law.

# About the 2020 World Forum

The American Bar Association is a world renowned organization with a history of driving change in the legal profession. Building on the ABA's cutting-edge research and findings from other legal organizations, the 2020 World Forum is designed to address gender in the legal profession from a global perspective. Join with the Commission on Women in the Profession to encourage members and legal organizations to adopt and implement policies that make meaningful change within their own jurisdictions, at every level and in all areas of the profession.

## **2020 World Forum for Women in the Law Planned Programs (*partial list*)**

### **Power Play: Global Women's Leadership and the Exercise of Power**

Panelists will be women ambassadors and other lawyers with senior government service.

### **Cultivating Allies and Building Your Powerbase**

Panelists will include leaders of international corporations, law firms, and government.

### **Global Justice: Changing the Paradigm for Women's Rights**

Panelists will include judges, public officials and leaders of NGOs on the front lines of international issues effecting women's rights.

### **Are You Board Ready?**

Panelists will include women lawyers who are members of public boards, to share their insights about the value and process of board membership.

### **Levers for Transformative Organizational Change**

Panelists will discuss the most up to date approaches to organizational and culture change such as gritty teams, bias interrupters, and gender targets.

### **Four Interactive Workshops**

Hosts will focus on personal skills, cultural strengths and strategies for overcoming impediments to advancement of women lawyers.

### **Formal and Informal Networking Activities, Receptions, and Events**

# Sponsorship Opportunities

## **Global \$50,000** *Exclusive Benefits for Two Sponsors*

- Host for all events in a morning or afternoon
- Introduce a Keynote/Luncheon speaker and a Plenary event
- Global Sponsor visitors table
- Enhanced recognition at two evening receptions
- 7 Invitations to World Forum – open to all events and sessions
- 7 Invitations to special reception on July 30 for event speakers
- Prominent logo and name recognition on signage and printed materials
- Tote bag logo recognition
- Recognition in publications about the World Forum
- Logo recognition and hyperlink to Firm on the ABA World Forum website
- Named as a Global Sponsor in press releases related to the World Forum
- Included in published Report on World Forum as a Global sponsor

## **Platinum \$25,000**

- Co-host for conference breakfast
- Enhanced recognition at two evening receptions
- 5 Invitations to World Forum – open to all events and sessions
- 5 Invitations to special reception July 30 for event speakers
- Prominent logo and name recognition on signage and printed materials
- Recognition in publications about the World Forum
- Logo recognition and hyperlink to Firm on the ABA World Forum website
- Named as a Platinum Sponsor in press releases related to the World Forum
- Included in published Report on World Forum as a Platinum Sponsor

## **Gold \$15,000**

- Co-host for an evening dine-around
- 2 Invitations to World Forum – open to all events and sessions
- 2 invitation to special reception July 30 for event speakers
- Prominent logo and name recognition on signage and printed materials
- Recognition in publications about the World Forum
- Logo recognition and hyperlink to Firm on the ABA World Forum website
- Included in published Report on World Forum as a Gold Sponsor

## **Silver \$7,500**

- 1 Invitation to World Forum – open to all events and sessions
- 1 invitation to special reception July 30 for event speakers
- Logo and name recognition on signage and printed materials
- Recognition in publications about the World Forum
- Logo recognition and hyperlink to Firm on the ABA World Forum website
- Included in published Report on World Forum as a Silver Sponsor

# Sponsorship Commitment Form

**PLEASE INDICATE  
YOUR SPONSORSHIP  
LEVEL**

\$50,000  \$25,000  \$15,000  \$7,500

**FIRM/ORGANIZATION**

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**NAME TO BE RECOGNIZED AS**

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**CONTACT NAME**

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**ADDRESS**

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**CITY**

**STATE**

**ZIP**

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**EMAIL**

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**PREFERRED PHONE**

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**ASSISTANT'S NAME**

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**ASSISTANT'S EMAIL**

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## PAYMENT OPTIONS:

- Please send an invoice to the address above
- Check enclosed  
(PAYABLE TO THE ABA FUND FOR JUSTICE AND EDUCATION)
- I will pay via credit card by calling 312.988.5421
- Credit Card Payment  
(PLEASE PRINT AND MAIL/FEDEX WITH CREDIT CARD INFO)
- AmEx  Discover  Visa  Mastercard

**TOTAL AMOUNT TO BE  
CHARGED ON CREDIT CARD \$**

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**NAME ON CARD**

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**CARD NUMBER**

**EXP. DATE**

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**SIGNATURE**

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## PLEASE RETURN FORM TO:

Email: Jessica.Urban@americanbar.org  
American Bar Association  
Fund for Justice and Education (FJE)  
Attn: Jessica Urban  
321 N. Clark St., Floor 20  
Chicago, IL 60654

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## ADDITIONAL INFORMATION:

Cecilia Boyd  
312.988.5679  
Cecilia.Boyd@americanbar.org

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The World Forum for Women in the Law, a public service project of the American Bar Association, will receive funding through the ABA Fund for Justice and Education (FJE). The FJE was created to accept gifts and grants to support the ABA's public service work. The FJE qualifies as an exempt fund under Section 501(c)(3) of the Internal Revenue Code, and all contributions to the FJE are tax-deductible to the full extent allowed by law. The list of sponsorship opportunities includes items that are considered benefits to the donor and will reduce the value of the charitable deduction accordingly.