Transforming Women’s Leadership in the Law
Lucinda Case, Lead, Legal Professionals Europe, TWLL Sponsor, Thomson Reuters, speaking at the inaugural annual conference for the U.K. and Ireland chapter of the Transforming Women’s Leadership in the Law program.
# Table of contents

Welcome message  5

About the Transforming Women’s Leadership in the Law (TWLL) program  6

Expanding our reach  7

TWLL Advisory Boards  8

Highlights in 2018—U.S. and Canada  11

‘Rising Stars’ Female Partners Cohort update  12

Highlights in 2018—U.K. and Ireland  13

TWLL content  14

TWLL key contacts  16
Welcome to the Transforming Women’s Leadership in the Law Annual Report 2018

Greetings,

We are pleased to present the second annual report of the Transforming Women’s Leadership in the Law (TWLL) initiative. We hope these pages inform and energize you about the commitments and activity that are the program’s driving force.

Looking back on 2018, we are encouraged by the progress of women’s advancement and the ongoing abundance of industry attention and discussion focused on the experience of women in legal practice. Seeing more action in the legal industry to level the playing field provides hope, and we seem to be at a pivotal point of upward momentum for more women reaching senior leadership roles in the law. We are proud that Thomson Reuters is doing its part through initiatives like TWLL to create opportunities for people across the legal industry to join together and address the structural barriers that impede women as they progress in their legal careers.

Through year-round programming, we are connecting forces in the U.S., Canada, and the U.K. to uncover the solutions that we all hope will truly drive change. To provide a glimpse into the dynamic activity of TWLL, this report offers a summary of last year’s key events, content and topics discussed. We have been honored to have inspiring and diverse individuals—from the judicial system, law firms, public and private companies, the non-profit sector, government, and academia—who have participated as TWLL Advisory Board members, event co-chairs, panelists, speakers, and, content contributors.

We would also like to express our appreciation to the members of our Advisory Boards whose combined perspective and expertise are paramount in shaping this initiative and keeping us all focused on the most pressing issues and questions. They generously devote significant time from their busy schedules, for which we are very grateful.

We also thank the Thomson Reuters Legal Executive Institute, which has partnered with us from the very beginning as a co-sponsor for many of our events and as publisher for the robust series of TWLL content in North America. With gratitude, also, for Thomson Reuters, Legal Insights Europe, for their informative and inspiring TWLL content.

In closing, we look forward to 2019 and expanding our TWLL partners and participants in the pursuit of improving diversity in the legal industry and creating a more equal future for all.

Thank you,

Deirdre Stanley
EVP and General Counsel,
TWLL Executive Sponsor,
Thomson Reuters

Lucinda Case
Lead, Legal Professionals
Europe, TWLL Sponsor,
Thomson Reuters
About the Transforming Women’s Leadership in the Law program

Thomson Reuters TWLL program is an initiative with representation in the U.S., Canada, and the U.K., created to help address the structural barriers and encourage the cultural change needed at the organizational level for more women to advance in the legal profession.

The program aims to reposition the conversation away from what ‘women can do’ and put greater onus on organizations, law firms and the wider legal industry. We share potential solutions for leaders in the legal profession to truly drive change—through a series of events, articles, interviews, and white papers.

Program goals

Curate conversations

Curate conversations amongst legal professionals about the barriers that hinder women’s advancement—identifying and sharing actionable steps organizations could take to accelerate the progress towards equality in the legal profession.

Develop connections

Enhance connections with current leaders, and the next generation, in the legal industry—and collaborating with other organizations and programs that are working towards the advancement of women in law.

Remove structural barriers

Encouraging and advocating leadership commitment to address organizational and cultural barriers to the advancement of women—providing data, information and networking opportunities to increase the pipeline of female talent.
Expanding our reach

Following the success of the TWLL programs in the U.S. and Canada—the U.K. and Ireland chapter was launched in January 2018 to help play a role in the industry to address the issues that impede women as they progress in their legal careers. Comparable to the TWLL programs in North America, the UK and Ireland has an Advisory Board—comprised of senior members from the legal community. Our Advisory Board plays an important role to help guide the program’s strategy; attend and host events; and, contribute to TWLL related content published on Legal Insights Europe.

Throughout 2018, several TWLL events were held in the U.K., including the inaugural annual conference, which brought together people from all segments of the legal industry to further the discussion and learn about practical tips on how to find ways to truly move the needle on gender inequality and promote urgent change to help more women advance their careers. Through this change, there will be an improvement in work environments and practices to drive the legal profession towards a more balanced and equal future.

TWLL program reach and engagement in the U.K. and Ireland:

- **416** delegates attended TWLL events
- **10,507** page views of TWLL content
- **10,421** social media engagements
Transforming Women’s Leadership in the Law Advisory Boards

U.S. ADVISORY BOARD

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Lead, Legal Professionals, TWLL Sponsor, Thomson Reuters Europe

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In 2018, the U.S. TWLL program continued to address the role in which men can play to improve gender equality in the legal industry, and expanded the existing ‘Men as Allies’ content series. An event hosted by the TWLL program, Examining Men’s Role in Women’s Advancement in the Law, was a key highlight from this year, which brought together senior male and female industry leaders to examine men’s role in women’s advancement in the law.

The TWLL Rising Start Cohort program welcomed 10 female partners from AM100 firms in New York to the “Transforming Women’s Leadership in the Law Rising Stars Cohort”. The program is a group comprised of several high-potential female law firm partners who work together to learn from, and network to garner career advice from some of the industry’s top female leadership.

Another key highlight from 2018 was an event which focused on the topic of how diverse women can expand prosperity within the organisation. The event, Gaining Gold by Widening the Rainbow: Creating Profitability Through Leadership Pathways for Diverse Women, highlighted the need for increased attention and intentional action on the women of color pipeline.

Canada saw its second annual event—2018 Women’s Transformative Leadership Forum. The theme was “Expanding Your Professional Horizon, and during the one-day event, attorneys from corporations, law firms, and governmental agencies participated in a multi-dimensional, experiential forum on a range of topics—organizational strategies and programs to advance women, mental health and wellness, and innovative sponsorship strategies devised through a design thinking workshop.
‘Rising Stars’ Female Partners Cohort update

As part of the 2018 U.S. TWLL program, Thomson Reuters launched a unique cohort comprised of nine partners who had been identified as ‘rising stars’ at their respective firms. The program was designed to enable the partners to gain access to powerful general counsel (GC) at a few multinational organizations in order to establish relationships for building their books of business while also spurring networking and mentorship opportunities. More specifically:

• Business development: cohort participants will have the opportunity to engage directly with women in positions of leadership in the legal industry.

• Mentorship: members of the U.S. TWLL Advisory Board and GCs will serve to mentor cohort women in the areas of business development and career growth.

• Networking: the program will seek to establish sustainable connections for members of the cohort and their mentors, increasing their professional reach in the industry.

In the second year of the program’s existence, cohort rising stars participated in six different events where they learned about the business of law; how to drive client value for business development; and, strategic networking. These events included senior leaders within the industry including: Michelle Coleman-Mayes, General Counsel and Secretary at New York Public Library; Jill Centella, Managing Director and Global Head of Litigation at JP Morgan Chase & Co; Conni Gibson, Associate General Counsel & Managing Director of Capital Markets at BMO Financial; Kim Koopersmith, Partner & Chairperson of Akin Gump; Therese Pritchard, Co-Chair of Bryan Cave Leighton Paisner; and, Valerie Radwaner, Deputy Chair of Paul Weiss.
Highlights in 2018—U.K. and Ireland

The expansion of the TWLL program in January 2018 presented an excellent opportunity to broaden the reach of the program, and bring together more women and men working in the legal profession to support women reaching positions of leadership in the law.

To help us deliver our program goals, we formed a local Advisory Board comprised of senior members from the legal community, and have quarterly meetings to ensure our program is focusing on the most pressing issues regarding the advancement of more women into senior legal leadership roles.

Throughout what was a busy opening year for the TWLL program, the launch event in January was followed by an inaugural annual conference held in London. Our line-up of speakers was represented by our Advisory Board and other senior leaders in the legal industry. The agenda was wide-ranging to help unpack the circumstances which enable inequality in legal leadership and what should be done with the help of actionable steps to drive change. The conference was well attended and met with tremendous reception.

We also began our series of roundtable events in 2018, to be part of our regular program. The roundtable dinners serve as forums for discussion and debate about the barriers that obstruct women as they seek to reach the senior levels of the legal industry.

Our inaugural roundtable was held in Edinburgh at the National Museum of Scotland, and the focus of the discussion was about the various methodologies and initiatives that exist to try turn the dial on inequality in legal leadership. Later in 2018, Burges Salmon hosted our second roundtable at their office in Bristol, where the discussion focused on mentoring and sponsorship programs to support women advancing in their legal careers. Meanwhile, the third event, hosted by Coca-Cola European Partners in London, was once again a varied and lively discussion—and tackled important issues including the gender pay gap and what general counsels can do to help bring about change.

Each roundtable dinner was well-attended and guests expressed gratitude for a forum to speak about matters not typically raised for discussion and debate.
In 2018, Thomson Reuters’ TWLL program was recognized at the Stevie® Awards for Women in Business—the awards body for female entrepreneurs, executives, employees and the organizations they run. The Gold Stevie® Award, in the category of ‘Media Developed For / By Women—Website or Blog of the Year’ was won for the TWLL sections on the Legal Executive Institute and Legal Insights Europe websites. Across both websites—articles, videos, podcasts and interviews were perpetually published throughout 2018—all of which were focused on driving forward the discussion around the advancement of women in the legal industry.

*Thomson Reuters, from left to right: Natalie Runyon, Director, Talent, Culture and Inclusion; Michael Abbott, Global Lead, Enterprise Thought Leadership and Content Strategy; and, Ann Lundin, Content Manager, Thought Leadership*
Legal Executive Institute top content

- To shine as a lawyer, connect with people, says Ritu Ghai, litigator turned in-house counsel
- An Indian woman’s perspective: opportunities about for career advancement in new legal services
- How to reduce design bias and increase access to justice
- How perseverance was the critical ingredient to Fatima Garcia’s success as a Latina lawyer
- Ten inclusive behaviors for men to advance women lawyers

Legal Insights Europe top content

- ‘The legal organisation of the future will look very different to private practice firms of today’
- Tackling gender inequality: are quotas the answer?
- Law firms: how to attract and retain the best talent
- ‘Men in positions of power are vital in tackling gender inequality’
- Quickfire Q&A: implementing a D&I strategy at a global law firm
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