



WASHINGTON, D.C.

Recent Diversity and Inclusion Initiatives

WOMEN'S COMMITTEE

Women in Leadership Series

For the past 10 years, the Washington, D.C. office has hosted an annual event focusing on dynamic professional women in leadership positions. These programs have featured women leaders in economics, media, corporate governance, negotiations, privacy and national security, community service and the judiciary, including the U.S. Supreme Court. A recent Women in Leadership event featured a book discussion and remarks from Kim Azzarelli, co-author of the book, "Fast Forward: How Women Can Achieve Power and Purpose." The event was attended by more than 80 Sidley women, clients and government agency lawyers.

Women's Committee Lunches

These lunches provide informal networking opportunities and feature guest speakers and other presentations on topics of interest to all women lawyers. We address a wide range of issues, including practice and career development, recent events affecting the legal profession and opportunities for involvement in the broader community. Last year, for example, the committee hosted a panel on "Providing Client Services from the Client's Perspective" as part of its ongoing "EmPower Lunch" series.

Women's Networking Events

Women lawyers are invited to gather at the home of one of our D.C. women partners or at a local D.C. venue twice yearly for dinner. These events set the stage for casual conversation and help to foster relationships that extend beyond the workplace. We hold one dinner in the summer to coincide with our Summer Associate Program and another during the winter. We also host social events and networking opportunities several times each year as well, including informal happy hours and other activities. For example, in early June 2016, the Women's Committee hosted a "drinks and discussion" with Irin Carmon, co-author of the book, "Notorious RGB: The Life and Times of Ruth Bader Ginsburg."

Summer Associate Program

Each year, the D.C. Women's Committee welcomes incoming women summer associates with an event such as a breakfast, to provide our summer associates an opportunity to meet Sidley female lawyers and to begin to integrate into the firm. The Women's Committee also hosts a game night each summer for all women lawyers and summer associates, featuring a trivia contest and other games, such as table tennis and foosball.

Community Service

Sidley has a long-standing tradition of community service. The Women's Committee brought additional infrastructure to our efforts by establishing the D.C. office's "Annual Service Week." During that week, lawyers and staff volunteer for organizations including homeless shelters and immigration clinics, conduct blood

drives, and collect items like canned goods, toiletries and professional office attire for people in need.

DIVERSITY COMMITTEE

Sidley Diversity Dialogues

Each summer, Sidley invites law students in the D.C. area to Diversity Dialogues, an evening focused on diversity in the profession, including a panel discussion on a related topic. This annual event was developed by the D.C. Diversity Committee and is simulcast in multiple offices firmwide. The first Diversity Dialogues in July 2010 featured a panel of federal and state judges discussing diversity within the judiciary. Subsequent Diversity Dialogues addressed career paths through government and private practice, and the state of race, equality and public policy in the 60 years following *Brown v. Board of Education*. In 2015, a distinguished panel examined the 25th anniversary of the Americans with Disabilities Act.

1L Mentoring Program

In 2010, the D.C. Diversity Committee developed and launched a formal mentoring program for a group of diverse rising second-year law students who have secured summer employment or internships in D.C. The 1L Mentoring Program has since been expanded to additional Sidley offices and provides mentees with career development strategies, professional networking opportunities, resume and interview pointers and an introduction to the private practice of law. Mentors and mentees discuss topics such as the fall recruiting process, interviewing best practices, tips for cultivating mentors and professional networks, and questions related to practice area selection. The program won the 2015 IDEA Award granted by the Association of Legal Administrators.

Diversity Committee Programs

The D.C. Diversity Committee hosts a number of programs and events during the year, including monthly lunches and educational programming. Recent committee programming has included a panel discussion on the firm's Enhanced Mentoring Program, a program about marketing and business development and lunches featuring guest speakers from diverse bar associations and business organizations. D.C. Diversity Committee members are also active in recruiting, hosting on-campus receptions and resume review sessions with local law school affinity groups. Additionally, each year, the committee hosts an annual dinner where diverse lawyers, the recent class of diverse summer associates and incoming diverse first-year lawyers have an opportunity to network and socialize.