ADVANCING WOMEN’S CAREERS

Sidley's New York Committee on Retention and Promotion of Women (CRPW) has led the firm’s participation in public discourse on women’s professional advancement. The CRPW has hosted events with high-profile guests, including Law & Reorder's interview of Anne-Marie Slaughter, author of the compelling article, “Why Women Still Can’t Have It All,” and Law & Reorder’s event with business consultant Sylvia Ann Hewlett, who spoke on her book “Forget a Mentor, Find a Sponsor.”

Women in Leadership

Sidley’s Women in Leadership program addresses current topics of interest to professional women. In 2015, the New York CRPW hosted a book discussion and reception featuring an interview with Ambassador Melanne Verveer, co-author of the book, “Fast Forward: How Women Can Achieve Power and Purpose.” The interview focused on the ambassador’s inspiration for the book, her own experiences and women’s leadership. More than 120 Sidley women lawyers, clients and others guests were in attendance.

Women’s Internal Networking Events

The New York CRPW hosts quarterly lunches for all women attorneys. The lunches provide information, networking opportunities and presentations on topics of interest such as career development, work-life integration, parental leave and financial planning. For example, in early 2015, the CRPW hosted a panel discussion on the importance of sponsorship and mentorship to career development. The panel consisted of partners from a range of practice groups discussing the differences between sponsorship and mentorship as well as strategies for finding a sponsor and mentor at various stages in your career. In early 2016, the committee also hosted a practice development tips session. The CRPW also provides an opportunity for making connections at monthly “Cocktails and Conversations” gatherings, which create a more intimate setting for small groups of women lawyers to get to know one another.

Each year, the CRPW hosts female summer associates, counsel and partners at a cocktail reception at the home of one of our partners. Other events for summer associates have included an associates-only lunch, the opportunity to participate in the summer quarterly lunch for all women lawyers and CRPW book club meetings.

Work-Life Resources

The CRPW launched the Sidley New York Parents’ Network in early 2016. This Sidley-exclusive online community offers a convenient place for busy parents with children of all ages to share tips, referrals, recommendations and resources.
DIVERSITY AND INCLUSION

The New York Diversity Committee is dedicated to achieving greater diversity and inclusion at the firm and in the legal profession. The firm actively supports affinity groups and bar associations across the country with a demonstrated commitment to diversity and inclusion, including, for example, the Association of the Bar of the City of New York (City Bar). Sidley is an inaugural signatory to the City Bar's 2003 Statement of Diversity Principles. A New York Sidley partner serves as chair of the nominating committee for the City Bar's Diversity and Inclusion Champion Award. Sidley lawyers actively participate in other City Bar committees, including the Women in the Legal Profession Committee and the Diversity Pipeline Initiatives Committee.

The New York Diversity Committee has spearheaded a series of fireside chats on diversity and inclusion in corporate America hosted in collaboration with clients. The series has featured spirited conversations between Sidley lawyers and the general counsel of Morgan Stanley and MetLife, moderated by award-winning journalists. In 2015, the committee also co-hosted a panel discussion marking the 25th anniversary of the Americans with Disabilities Act with JPMorgan Chase.

The Diversity Committee’s work in New York has received wide recognition. JPMorgan Chase awarded Sidley its “Joan Guggenheimer Diversity Champion Award” in early 2016. MetLife honored us with the 2015 “Diversity Award,” which recognizes law firms having a high percentage of minority partners on its Executive and Management Committees as well as having diverse and minority partners with billing credit. Sidley also received LatinoJustice PRLDEF’s “Pro Bono Publico Award” in 2013 for the firm’s work on an amicus brief filed in the U.S. Supreme Court in *Shelby County, Alabama v. Eric H. Holder* (2013) on behalf of LatinoJustice PRLDEF, the Mexican Legal Defense and Education Fund and 20 other Latino national organizations in support of the constitutionality of Section 5 of the Voting Rights Act.

Summer Associate Events

The Diversity Committee and the Associates Committee on Diversity and Inclusion host social events every year for summer associates. Events have included a meet and greet with Sidley’s Executive Committee, happy hours, walking tours, visits to museums, art galleries, film exhibits, food tastings and cultural tours.

Pipeline Building

Sidley sponsors and develops “pipeline” programs from middle school through college into law school and the legal profession. Over the past two decades, we have mentored young lawyers and developed or partnered on a comprehensive set of programs that encourage women, minority, LGBT, disabled and economically disadvantaged middle school, high school, and college and law students to enter the legal profession. Some examples in New York include:

Legal Outreach

Since 2009, Sidley’s New York office has been an active supporter of Legal Outreach, a 32-year-old nonprofit dedicated to working with middle and high school students in partnership with law firms and corporations in New York City. Each summer, Sidley has hosted four Legal Outreach students at our office for a one-week internship. The students are exposed to the practice of law through a variety of panel discussions, workshops and field trips. In the past, trips have included court visits as well as outings to New York landmarks like the Federal Reserve and the Museum of Modern Art.

PALS

The firm is a Diversity Trailblazer Sponsor of the Practicing Attorneys for Law Students Program, Inc. (PALS). PALS is dedicated to enhancing the careers of minority law students and junior lawyers and offers mentoring, educational and professional development opportunities. As a major financial sponsor and active supporter, Sidley participates in PALS’ mentoring program and hosts annual panel discussions.