



# CHICAGO

## Recent Diversity and Inclusion Initiatives

### **ADVANCING WOMEN'S CAREERS**

The Chicago Committee on Retention and Promotion of Women (CRPW) pursues strategies to maximize the firm's success in retaining women lawyers, promoting women associates to partnership, and promoting women partners to leadership positions within the firm. The committee organizes a range of programs that provide comprehensive support, as well as a variety of opportunities for women lawyers from their first days with the firm.

#### **Women Summer Associate Conference**

The CRPW hosts a half-day conference for its women summer associates followed by a cocktail reception for all women lawyers in the Chicago office. Summer associates have the opportunity to network with each other and senior colleagues.

#### **Tips for Success Series**

Women partners meet with our first-year women associates to provide guidance and feedback on career success through candid conversations.

#### **Mentoring Circles**

Mentoring circles are available to all female lawyers in Chicago. The circles are organized around specific topics including civic involvement, health and fitness, culture and the arts, client development and parenting/work-life resources. These groups meet periodically to provide social activities, mentoring opportunities, networking and career guidance.

#### **New Associate Orientation and Mid-Level Associate Conference**

Chicago is the host office for the firm's annual New Associate Orientation and Mid-Level Associate Conference. The Chicago CRPW holds events at each conference during which women associates have the opportunity to network, discuss issues of common interest and meet women lawyers from other offices.

#### **Support for Lawyers with Families**

The CRPW helps the firm develop and implement policies and programs that support lawyers raising families or caring for elderly or ill family members. This includes seminars and information on parental leave, child-care options, elder care, nanny taxes and working a reduced schedule. The firm has fully equipped lactation rooms for new mothers and subsidized backup and emergency child care.

#### **Business Development Initiatives**

The CRPW has organized speed networking events to help promote better connections and to improve cross-marketing of women partners and associates. This year, the Chicago CRPW hosted a networking reception with clients at Neiman Marcus.

#### **Women in Leadership**

Featuring prominent women leaders in government, the arts, business and law, Women in Leadership events are opportunities for our women lawyers to network

with clients. This year featured an event with Kim Azzarelli, co-author of the book "Fast Forward: How Women Can Achieve Power and Purpose."

## **DIVERSITY COMMITTEE**

Our Chicago Diversity Committee and Associates Diversity Council initiate and oversee a number of important programs, including:

### **Pipeline Building**

The committee hosts meetings of law school affinity groups, conducts resume reviews and mock interviews for first-year students in those groups, and hosts annual gatherings for diverse LGBT students at Chicago law schools. Sidley's 1L Diversity Mentorship Program supports the career aspirations of diverse, rising second-year law students who have secured summer employment or internships in Chicago. Mentors and mentees meet informally to discuss career development, the Chicago legal market, fall on-campus recruiting and summer associate programs, interviewing best practices and questions related to practice area selection. Program participants are invited to attend formal workshops conducted by Sidley lawyers and recruiting staff and to participate in events with our summer associates.

### **Career Support**

We are dedicated to supporting the professional development and career success of our diverse associates. When summer associates and first-year classes arrive at the firm, the committee hosts Tips for Success seminars in which senior associates and partners give guidance about managing professional relationships, building and maintaining a professional reputation, networking and best practices in work habits. Committee leaders meet periodically with the chairs of our Associate Assignment and Compensation Committee to support the progress of individual diverse associates. The firm's Enhanced Mentoring Program initiative also pairs minority, disabled and LGBT associates with partners in their practice who are responsible for helping those associates obtain challenging, skill-building assignments and access to clients.

### **Networking Opportunities**

Our committee hosts events for diverse associates and partners throughout the year to ensure all our diverse lawyers have the opportunity to build strong networks in the firm. Our efforts include annual events with our summer associates, a reception for incoming diverse first-year lawyers and an annual holiday party for diverse lawyers. The committee holds networking and career development events for diverse lawyers at the annual New Associate Orientation and Mid-Level Associate Conference. Our regular "Cocktails and Conversations" gatherings provide diverse associates with opportunities to get to know partners and each other in an informal setting. The firm also supports the attendance of diverse partners and associates at external diverse and non-diverse bar association and business events to network and build connections in the wider community.

### **LGBT-Focused Events**

The committee also organizes events to support our LGBT lawyers. Past events have included a screening of "Codebreaker," a film about the extraordinary life and persecution of Alan Turing, whose discoveries launched the computer age. Carter Phillips, chair of the firm's Executive Committee, spoke to 100 Sidley lawyers and clients about *United States v. Windsor* and the firm's involvement in writing an amicus brief encouraging the overturn of the Defense of Marriage Act. The office also facilitates cross-office networking and business development between LGBT lawyers at the firm, and hosts programs for LGBT law students on campuses and at the Chicago office.