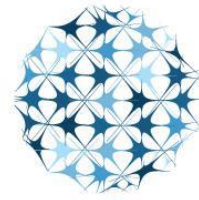


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## Women in Law Hackathon

### **INAUGURAL WOMEN IN LAW HACKATHON GENERATES GROUNDBREAKING IDEAS THAT AIM TO CLOSE THE GENDER GAP IN LAW FIRMS**

**BOULDER, June 30, 2016** – Nine teams consisting of 54 high-level law firm partners, 18 expert advisors, and 9 Stanford Law students presented innovative ideas for advancing and retaining women lawyers in law firms to a panel of distinguished judges at the inaugural Women in Law Hackathon at Stanford Law School on Friday, June 24, 2016. The teams worked together virtually for six months prior to the Shark Tank-style pitch event to brainstorm ideas and solutions.

The winning teams granted a total of \$32,500 in prize money – \$22,500 donated by Bloomberg Law and Philanthropies and \$10,000 donated by Diversity Lab – to leading nonprofits that support the advancement of women. The first place prize (\$10,000) was awarded to Ms. JD, second place (\$7,500) went to the Center for Women in Law at the University of Texas School of Law, and third place (\$5,000) went to the National Association of Women Lawyers (NAWL). The two teams that tied for “crowd favorite” awards granted their \$5,000 in prize money to Catalyst and the Institute for Inclusion in the Legal Profession.

Created by Diversity Lab in collaboration with Stanford Law School and Bloomberg Law, the Hackathon aimed to disrupt the diversity dialogue by recommending practical solutions, not just talking about the problems facing women in law. The winning solutions were:

**1st Place:** The SMART (Solutions to Measure, Advance and Reward Talent) platform, which includes an app and a dashboard, is a gender-neutral reporting and evaluation system that promotes the retention and advancement of women by aligning firm values and culture with compensation and promotion. The goal of the SMART platform is to balance contributions and credit, realign rewards with value systems, reward non-billable work that adds value to the firm, encourage sharing previously undervalued work, and promote transparency to help disrupt unconscious bias.

— Award of \$10,000, donated by Bloomberg Law and Philanthropies, granted to Ms. JD.

**Team Advisors:**

Deborah Epstein Henry, President, Flex Time Lawyers LLC and Co-Founder and Managing Director, Bliss Lawyers  
Katie Larkin-Wong, Past President, Ms. JD and Associate, Latham & Watkins

**Team Members:**

Rachel Boochever, Student (JD '18), Stanford Law School

Eva Davis, Partner, Co-Chair, Global Private Equity, Winston Strawn  
Chris Groll, Partner, Chair, Mergers & Acquisitions Group, Holland & Hart  
Perlette Jura, Partner, Co-Chair, Transnational Litigation Group, Gibson Dunn  
Lynn Pasahow, Partner, Fenwick & West  
Reid Schar, Partner, Co-Chair, White Collar Group, Jenner & Block  
Cate Stetson, Partner, Litigation Global Board Member, Hogan Lovells

**2nd Place:** The Power Development Program serves as an innovative and multidimensional twist on the traditional secondment concept by immersing two generations of women lawyers – a partner and an associate – with clients for 12 months to learn their business, service their matters, and eventually gain economic credit for the relationship. The goal is to enlarge the women’s economic influence at the firm and position them to become key relationship partners for the client, which will positively impact compensation and promotion considerations.

— Award of \$7,500, donated by Bloomberg Law and Philanthropies, granted to Center for Women in Law, University of Texas School of Law.

**Team Advisors:**

Avery Blank, Principal and Owner, Avery Blank Consulting  
Sang Lee, CEO, SJL Shannon and Founder and Owner, SJL Attorney Search, LLC

**Team Members:**

Erika Merit Douglas, Master of Laws graduate, 2016, Stanford Law School  
Maja Eaton, Partner, Co-Chair, Global Product Liability & Mass Torts Practice, Sidley Austin  
Jessica Everett-Garcia, Partner, Perkins Coie  
Andrea Farley, Partner, Chair, Corporate Department, Troutman Sanders  
Michael Florey, Partner, Fish & Richardson  
Karol Kepchar, Partner, Akin Gump  
David Koschik, Partner, White & Case

**3rd Place:** Applying metrics-driven and experiential solutions, the “Five Year Moment” program aims to eliminate systemic and individual barriers to business development success for women lawyers during the two to three years prior to promotion, through the two to three years following elevation to partner. Encompassing a menu of 20 potential solutions, the Five Year Moment targets systemic biases, such as barriers to sharing origination credit or exclusion from client contact by mapping out ways to more effectively track and share credit.

— Award of \$5,000, donated by Bloomberg Law and Philanthropies, granted to National Association of Women Lawyers (NAWL).

**Team Advisors:**

Carol Frohlinger, President, Negotiating Women, Inc.  
Jenny Waters, Executive Director, National Association of Women Lawyers (NAWL)

**Team Members:**

Brett Bartlett, Partner, Atlanta Chair, Labor & Employment, Seyfarth Shaw

Anna Jaffe, Master of Laws graduate, 2016, Stanford Law School  
Lisa Kobialka, Partner, Kramer Levin  
Diana Kruze, Partner, Morrison Foerster  
Mike McNamara, US Managing Partner, Dentons  
Dawn Schluter, Partner, Group Leader, Personal Services, Miller Canfield  
James Wareham, Partner, Chair, Global Litigation, Fried Frank

**Crowd Favorite (Tie):** “Making law firm leadership more than a Man’s Field—The Mansfield Rule.”

The Mansfield Rule is based on the premise that the best way to retain and advance women is to place more women into positions of power, where decisions that affect their lives and the lives of other firm lawyers are being made. The Rule would require participating firms to interview and consider women lawyers for key firm leadership roles by mandating the active consideration of at least one woman candidate for seven high-level positions in law firms, including managing partner, practice group leadership, client relationship leads, and executive committee membership.

— Award of \$5,000, donated by Diversity Lab, granted to Catalyst.

**Team Advisors:**

Rosalie Chamberlain, Founder, Rosalie Chamberlain Consulting & Coaching  
Pat Gillette, Former Partner, Orrick Herrington & Sutcliffe LLP and Co-Founder, Opt-in Project

**Team Members:**

Anne Cappella, Partner, Firmwide Women@Weil Leader, Weil Gotshal & Manges  
Mark Helm, Partner, Munger, Tolles & Olson  
Tammy Knight, Partner, Directors Committee Member and Women’s Initiative Chair, Holland & Knight  
Nina Markey, Partner, Littler Mendelson  
Ingrid Rehtin, Partner, Covington & Burling  
Mackenzie Tudor, Student (JD ’17), Stanford Law School  
John Wander, Partner, Dallas Managing Partner, Vinson & Elkins

**Crowd Favorite (Tie):** The OnTrack-for-Partnership program tackles women lawyers’ advancement through a holistic approach involving four entities working in concert to support, guide, and develop partnership-ready associates, including: (1) a team of three firm partners; (2) an external executive coach; (3) a client executive who will serve as a client coach; (4) and an international peer network of similarly situated women lawyers who will connect through the program’s app and social media. The goal is to support and elevate more women lawyers into the partnership.

— Award of \$5,000, donated by Diversity Lab, granted to Institute for Inclusion in the Legal Profession.

**Team Advisors:**

Ida Abbott, President, Ida Abbott Consulting and Co-Founder, Hastings Leadership Academy for Women  
Sandra Yamate, CEO, Institute for Inclusion in the Legal Profession

**Team Members:**

Kay Chandler, Partner, Cooley

Grace Chediak, Student (JD '17), Stanford Law School

Tracey Cohen, Partner, Fasken Martineau DuMoulin

John Martin, Partner in Charge of Palo Alto Office, Baker Botts

Sarah Payne, Partner, Co-Head, Technology, M&A and Finance Group, Sullivan & Cromwell

Lisa Pirozzolo, Partner, Co-Chair, Intellectual Property, WilmerHale

Susan Spaeth, Managing Partner, Kilpatrick Townsend & Stockton

Henry Walker, Firm Chair, Kilpatrick Townsend & Stockton

“It is deeply gratifying to observe the dedication and passion these law firm partners have devoted to working together to craft new and inventive ways to create gender equity in law firms. The unique Hackathon process has brought forth several potential game-changers for gender diversity. I am honored to have served as a judge for this inspirational event,” said Lucy Endel Bassli, Assistant General Counsel of Microsoft.

“The Hackathon is the first time our profession has come together in a strategic and intentional way to develop a plan for closing the gender gap in law firms. I believe our team’s idea to create a gender neutral reporting and evaluation system that promotes the retention and advancement of women by aligning firm values and culture with compensation and promotion will break down some of the barriers currently facing women in law firms,” said Perlette Jura of Gibson Dunn, whose team won first prize. Perlette reports that because Gibson has been so dedicated to addressing the issue in recent years, its current system already goes a long way toward doing this. But she believes that the solutions created at the Hackathon will take the process to the next level and inspire other firms to do the same.

In conjunction with the Hackathon, students in the Stanford Law School (SLS) Law and Policy Lab conducted intensive research into gender inequality issues in law firms and released a white paper, [Retaining and Advancing Women in National Law Firms](#), identifying the causes of the gender gap and recommending several steps to close it. “It’s apparent that the legal profession’s gender gap is not going to close without deliberate and focused effort,” said [Susan Robinson](#), Associate Dean for Career Services and Lecturer in Law at SLS. “The Law and Policy Lab study and the Hackathon teams’ ideas have presented a number of viable solutions for tackling the problem in a variety of ways. We hope these new approaches will serve as a turning point for women in the legal profession.”

The Women in Law Hackathon is the brainchild of [Caren Ulrich Stacy](#), Founder and Chief Executive Officer of [Diversity Lab](#), whose pioneering work includes the creation of the [OnRamp Fellowship](#), the largest global re-entry program for women returning after extended career breaks to law firms, legal departments, and financial services in the U.S., Australia, Canada, and the UK.

“There has never been such a large collaborative effort in which rival law firms join together to solve the gender parity issue,” said Ulrich Stacy. “Nor has a major law school previously created a policy practicum to examine and help solve the problem. Through the Hackathon, we brought together an unprecedented concentration of brainpower to tackle this issue. We are grateful for the incredibly hard work put in by all of the Hackathon teams. And, thanks to Bloomberg Law, we have the necessary funds to support and implement the Hackathon ideas going forward.”

“We were delighted to have served as the lead sponsor for the inaugural Women in Law Hackathon,” said Melanie Heller, Vice President and General Manager of Bloomberg Law. “The solutions developed are impressively inventive, and we are proud to fund the ideas in hopes that firms and others will take action, moving beyond simply talking about the lack of the women in law firm leadership.”

#### **Participating Law Firms:**

Akerman; Akin Gump; Alston & Bird; Andrews Kurth; Arnold & Porter; Baker Botts; Bass, Berry & Sims; Blank Rome; Cooley; Covington; Dentons; DLA Piper; Farella Braun; Faegre Baker Daniels; Fasken Martineau; Fenwick & West; Fish & Richardson; Fried Frank; Gibson Dunn; Goodwin Procter; Haynes & Boone; Hogan Lovells; Holland & Hart; Holland & Knight; Husch Blackwell; Jenner & Block; Kilpatrick Townsend; Kirkland & Ellis; Kramer Levin; Littler Mendelson; Miller Canfield; Morrison & Foerster; Morgan Lewis; Munger, Tolles & Olson; Neal Gerber; O’Melveny & Myers; Orrick; Paul Hastings; Perkins Coie; Pillsbury; Reed Smith; Seyfarth Shaw; Sidley Austin; Simpson Thacher; Skadden; Sullivan & Cromwell LLP; Sutherland; Troutman Sanders; Vinson & Elkins; Weil Gotshal; White & Case; WilmerHale; Wilson Sonsini; and Winston & Strawn.

#### **Pitch Event Judges:**

- Lucy Endel Bassli, Assistant General Counsel, Microsoft
- Alan Bryan, Senior Associate General Counsel, Legal Operations – Outside Counsel Management, Walmart Stores, Inc.
- Alexis Diaz, Managing Director, G100 & General Counsel, G100 Companies
- Deborah Gillis, President & CEO, Catalyst
- David Perla, President, Bloomberg Law
- Deborah Rhode, Stanford Law School, Center on the Legal Profession
- Miriam Rivera, Venture Capitalist & Former Google VP/Deputy GC
- Jim Sandman, President, Legal Services Corporation
- Tony West, General Counsel, PepsiCo

#### **Team Advisors (Bios Linked):**

- Ida Abbott, Hastings Women’s Leadership Academy
- Mark Beese, Founder, Leadership for Lawyers
- Avery Blank, Women’s Advocate & Business Strategist
- Rosalie Chamberlain, Organizational Inclusion Consultant & Executive Coach
- Linda Chanow, Executive Director, Center for Women in Law at the University of Texas
- Carol Frohlinger, Founder, Negotiating Women
- Pat Gillette, Opt-In Founder/Orrick Senior Counsel
- Deborah Epstein Henry, CEO, Bliss Lawyers/Law and ReOrder
- Karen Hester, Executive Director, Center for Legal Inclusiveness
- Lisa Horowitz, Principal, Talent Strategy Group
- Katie Larkin-Wong, Immediate Past President, Ms. JD
- Sang Lee, CEO, SJL Shannon
- Manar Morales, CEO, Diversity & Flexibility Alliance

- Ellen Ostrow, Leadership Coach
- Amanda Packel, Deputy Director, Rock Center for Corporate Governance at Stanford University & Co-Director, Stanford Directors' College
- Jennifer Queen, J. Queen Consulting (Team Lead/Hackathon Facilitator)
- Jennifer Waters, Executive Director, National Association of Women Lawyers (NAWL)
- Sandra Yamate, Executive Director, Institute for Diversity & Inclusion in the Legal Profession
- Jennifer Zimmerman, Executive Director, Morgan Stanley

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### **About Diversity Lab**

[Diversity Lab](#) creates and tests new ways to close the gender gap and boost diversity in organizations at the leadership level. Data, behavioral science, and design-thinking are at the core of everything that the Lab does. The Lab's inaugural initiative, the [OnRamp Fellowship](#), is the largest re-entry platform matching experienced women returning to the workforce after a hiatus with organizations for six- and twelve-month Fellowships. The Fellowship started as a pilot with four law firms and has now grown to include more than 30 of the world's top law firms, legal departments, and banks.

### **About Stanford Law School**

Stanford Law School is one of the nation's leading institutions for legal scholarship and education. Its alumni are among the most influential decision makers in law, politics, business, and high technology. Faculty members argue before the Supreme Court, testify before Congress, produce outstanding legal scholarship and empirical analysis, and contribute regularly to the nation's press as legal and policy experts. Stanford Law School has established a new model for legal education that provides rigorous interdisciplinary training, hands-on experience, global perspective, and focus on public service, spearheading a movement for change.

### **About Bloomberg BNA/Bloomberg Law**

Bloomberg BNA provides legal, tax and compliance professionals with critical information, practical guidance and workflow solutions. We leverage leading technology and a global network of experts to deliver a unique combination of news and authoritative analysis, comprehensive research solutions, innovative practice tools, and proprietary business data and analytics. Bloomberg BNA is wholly-owned by Bloomberg L.P., the global business, financial information and news leader. For more information, visit [www.bna.com](http://www.bna.com).

Bloomberg Law helps legal professionals provide world-class counsel with access to actionable legal intelligence in a business context. Bloomberg Law delivers a unique combination of practical guidance, comprehensive primary and secondary source material, trusted content from Bloomberg BNA, news, time-saving practice tools, market data and business intelligence. For more information, visit [www.bna.com/bloomberglaw](http://www.bna.com/bloomberglaw).