



100+ Law Firm & Legal Department Leaders Band Together as a Community to Tackle Tough Equity and Inclusion Challenges in Law

SAN FRANCISCO (June 11, 2024) — More than 100 law firm partners, legal department leaders, and industry experts are joining forces in a shark-tank style pitch competition to solve some of the most challenging DEI issues facing the legal industry as part of [Diversity Lab's](#) “Moments to Movements Hackathon.”

These leaders are working together in small teams over five months from March to July 2024 – with guidance from in-house team leaders and DEI experts – to collaborate, ideate, and offer sustainable and scalable solutions to the following Hackathon challenges:

Community: How can we defend and fortify DEI across the profession and in each organization to withstand downturns, leadership changes, anti-DEI rhetoric, and other headwinds?

Inclusive Talent Systems: How can we improve workplace practices and processes to ensure fair and equal access to high-quality work, sponsors, and business/clients to level the playing field for all talent, including historically underrepresented lawyers?

The team's solutions will be pitched live to a panel of influential judges and an audience of 200+ leaders at NYU School of Law on July 11, 2024. The pitches will be evaluated on their potential for impact, adoption, and progress measurement. Teams earn extra points by incorporating remote working, accessibility, and law firm and legal department collaboration into their solutions. The winning ideas will be further developed by Diversity Lab and piloted with the participating law firms and legal departments.

Throughout the five months, the teams have been supported by the Hackathon Chairs – [Courtney Carter](#) from Jenner & Block and [Alan York](#) from Reed Smith – and the Pitch Event Hosts, [David Glasgow](#) and [Kenji Yoshino](#) from New York University School of Law's [Meltzer Center for Diversity, Inclusion, and Belonging](#). Several prominent groups and leaders are also offering their expertise to the teams, including the Association of Law Firm Diversity Professionals, SEO, Street Law, New York City Bar Association, Paula Edgar, Leopard Solutions, Institute for Inclusion in the Legal Profession, and more.

Diversity Lab's past Hackathons – the [2016 Women in Law Hackathon](#) and the [2018 Diversity In Law Hackathon Series](#) – have a history of delivering impactful initiatives. The 2016 Hackathon culminated in the creation of the [Mansfield Rule](#), a data-driven, behavioral science-backed certification process that has now been adopted by 400+ law firms and legal departments in the US, UK, and Canada.

Mansfield early adopter law firms have [doubled the racial and ethnic diversity](#) of their leadership in contrast to the minimal gains experienced by non-Mansfield firms. And firms report that their leadership ranks are also evolving to meaningfully include LGBTQ+ lawyers, women lawyers, and lawyers with disabilities as a result of Mansfield.

Several of the 2018 Hackathon winning ideas have also generated positive results, including:

- **Diversity Dividends Collective** — 40+ legal departments are working with Diversity Lab to collectively measure and partner with their outside counsel firms to improve diversity on their teams and in leadership, positively impacting 620 client teams from 320 firms to date. This winning idea was designed to streamline and boost the impact of the massive number of DEI surveys that law firms receive annually from their clients.
- **Inclusion Blueprint** — More than 300 law firms have leveraged the Inclusion Blueprint as a roadmap of inclusive talent practices that can be measured at both the firmwide and practice group levels to ensure equal distribution of opportunities for growth and advancement.

At such a critical time for the community to come together to support and advance DEI, the Hackathon Chairs and a past participant offered the following comments.

“Defending DEI is a community effort. We are encouraged by the large number of firms and their clients who have answered the call to leverage collaboration and design thinking as part of Diversity Lab’s 10th Anniversary Hackathon to ensure that the legal profession continues creating opportunities for all current and aspiring legal minds. Our hard work and support of these efforts has not waned at Jenner & Block so we are thrilled to partner with others who share similar values.” – **Courtney Carter, Director of Diversity, Equity, and Inclusion, Jenner & Block**

“Although headlines suggest that some organizations are retreating from their efforts to create more inclusive workplaces, we are not experiencing that in the legal profession or in our interactions with our clients. It’s quite the contrary as noted by this Hackathon and its 100+ participants. Reed Smith is clearly not alone in its persistence and passion for a diverse and inclusive workplace.” – **Alan York, Partner and Global Diversity Chair, Reed Smith**

“Participating in Diversity Lab’s 2018 Hackathon was instrumental in my journey to my current role as Managing Partner. The Hackathon process involves structured learning on topics including design thinking and behavioral science and developing a deeper understanding of what drives inclusive cultures. I was able to bring this knowledge and experience back to Saul Ewing, where I am proud to say we are continuing the important work – despite the headwinds – of fostering an inclusive culture where all lawyers can thrive, and our clients can benefit from the diverse experiences of our talented lawyers and business professionals.” – **Jason St. John, Managing Partner, Saul Ewing**

Hackathon Law Firm & Legal Department Participants

Hope Abramov Thompson Coburn	Ena Lebel Pittsburgh Legal Diversity & Inclusion Coalition
Martinique Aguero Zendesk	Kristin Lee Morgan Lewis
Helena Almeida Automatic Data Processing	Becky Lindahl Katten Muchin Rosenman
Daniel Attaway Womble Bond Dickinson	Andrew Lolli Armstrong Teasdale
Scholastica Baker McDonald's Corporation	Angela Machala Winston & Strawn

Stanley Ball Intel	Caitlin Mattler Beazley
Andrew Barkan Fried Frank	Nicole McCluney Wolfspeed
Laura Baucus Dykema Gossett	Shannon McNeal Davis Wright Tremaine
Jenna Bedsole AutoZone	Sebastian Meis Baker, Donelson, Bearman, Caldwell & Berkowitz
Beth Bernstein Connors Blank Rome	Amy Melican Tapestry
Bobby Moore Baker McKenzie	Judith Mercier Holland & Knight
April Boyer K&L Gates	Caroline Miller Smith White & Case
Karen Brown Memorial Sloan Kettering Cancer Center	Brandon R. Mita Littler
Kati Bynon Beazley	Kathleen Molamphy ICL Americas
Melissa Cabral Epiq Global	Michelle Nickel Toyota Motor Credit Corporation
Victoria Calderon Edison Electric Institute	Stephanie Niehaus Peloton
Pablo Castro Cisco	Erin O'Neil Ashby PGIM Real Estate
Vincent Cesare Nixon Peabody	Maureen O'Neill Consilio
Tom Chen Haynes Boone	Evan Parness Covington & Burling
Kalisha Chorba Jacobs	Barbie Reinard Amazon
Kristen Coleman Segal McCambridge Singer & Mahoney	Amanda Rosania American Express
Jeremy Creelan Jenner & Block	Sonya Rosenberg Neal Gerber Eisenberg
Kate Currie American Express	Nate Saint Victor Engine No. 1
Naana Danquah Jefferson SLB	Samuel Shwartz-Fenwick Seyfarth Shaw
Roger Denning Fish & Richardson	Amie Siebert Zip Co US
Danielle DeVito-Hurley Gunster	Ashley Smith Amtrak
Darshak Dholakia Dechert	Brandy Smith Lincoln Financial Group
James Edwell Consilio	Ashante Smith Troutman Pepper
Ashlei Ferguson Microsoft	Jennifer Stancil Beazley
Maya Gandhi The New York Times	Kaitlyn Stone Barnes & Thornburg

Jennifer Goodwin Victaulic Company	Rita Tendolkar American Express
Jason Halpern American Express	Nichole Valeyko Merck
Letoyia Horton Beazley	Carla Varriale-Barker Segal McCambridge Singer & Mahoney
Joseph Jean Pillsbury Winthrop Shaw Pittman	Joeann Walker Con Edison
Joshua Stern WilmerHale	Eric Watson Pagaya
James Keller Saul Ewing	Scott Wells Tradeweb
Rose Kenerson Euclid Transactional	Jay Williams Orrick, Herrington & Sutcliffe
Peter Lam Extreme Networks	Jennifer Windom Kramer Levin Naftalis & Frankel
Jenny Lane Airbnb	Melissa Zujkowski Flex
Sarah Markenson-Bussel U.S. Bank	

Hackathon Team Leads & DEI Experts

Tienne Anderson	Chief Counsel, Department of Global Pediatric Medicine	St. Jude Children's Research Hospital
Miko Brown	Founder & President	Project Ganesha
Monya Bunch	Director of Diversity, Equity and Inclusion	WilmerHale
Yoonhwi Cho	Senior Diversity & Inclusion Manager	K&L Gates
Chad Cole	Social Impact & Sustainability Manager	Jackson Walker
Gianni Dimos	Vice President & Senior Counsel	American Express
Sherrie Farrell	Chief Diversity Officer; Member	Dykema
Christina Graham	Senior Counsel	PNC Bank
Norma Jackson	Chief Diversity & Attorney Development Officer	Thompson Coburn
Sylvia James	Chief D&I Officer	Winston & Strawn
Sharad Khemani	Vice President & Senior Division Counsel	Stryker
Sang Kim	Senior Legal Counsel	Accenture
Deanna Kwong	Director, Office of Operations, Legal, and Administrative Affairs	HPE
Marlon Lutfiyya	Director of Diversity, Equity & Inclusion	Neal Gerber
Kelly McLain	Managing Associate General Counsel	Cargill

Cory Myers	Assistant General Counsel; Legal, Regulatory & Compliance DEI Advisory Council Chair	KPMG
Rosa Nunez	Director of Diversity & Inclusion	Foley Hoag
Satra Sampson-Arokium	Chief DEI Officer	Dechert
Whitney Smallwood	Director of Diversity & Inclusion	Fish & Richardson

Hackathon Pitch Event Judges

Sharifa A. Anderson	Senior Vice President and Chief Diversity and Inclusion Officer	Fannie Mae
Jim Chosy	General Counsel	U.S. Bank
Mo Cowan	Chief Legal Officer and former US Senator	Devoted Healthcare, Inc.
Inga Goldbard	General Counsel	GV
Jeff Jaeckel	Vice Chair	Morrison Foerster
Vernā Myers	Founder and CEO; DEI Pioneer	The Vernā Myers Company
Ruth Umoh	Journalist & Editor of RaceAhead	Fortune
Daniel Yi	Lecturer & Board Member	Harvard Law School & Corporate Legal Operations Consortium

###

About Diversity Lab: We envision a world where the leaders are as diverse as the workforces and communities they represent. For more details, visit www.diversitylab.com.

Our Work: Diversity Lab designs, tests, and measures the outcomes of science-based and data-driven talent practices that allow for fair and equal access to advancement opportunities.

Our Focus: Our primary focus is on leaders in law since they often rise to positions of influence in government, boardrooms, courtrooms, and beyond. The more diverse our leadership, the more inclusive and equitable the decisions for the benefit of the entire workforce and society.

Our Impact: Inclusion is the goal, greater diversity — in leadership and beyond — is the result.