The past year has been one of many changes, both planned and unforeseen. From new leadership to a global health crisis, the Center for Women in Law has met the challenge to adapt and grow to fulfill our mission. We owe a debt of gratitude to founding member Susan Blount, who deftly served as Interim Executive Director, and to Lisa Genecov and the entire Executive Committee, for their willingness to commit even more time to the Center. As your new Executive Director, I am delighted to share this year’s report which highlights our programs, activities, and their impact. We are grateful for your continued support.

Veronica Vargas Stidvent
Executive Director

OUR MISSION
The Center for Women in Law is a national resource and champion for women lawyers, generating lasting change within the legal profession.

Integrity, inclusion, information, influence, and investment breathe life into our mission and are the guiding principles that formulate our strategic objectives and ongoing work plan. We achieve the Center’s mission by convening leaders, generating ideas, and leading change.

OUR VISION
The legal profession exemplifies equity and justice for all.

Strategic Objectives

We are an impetus for systemic change in the legal profession.

We support multiple paths to success for women pursuing legal careers at all levels.

We empower and encourage women lawyers to confidently build, navigate, and advance their careers.

We celebrate the strength of individuals and the power of community to change the legal field.

We build relationships and networks to support women lawyers, because we are stronger together.

We cultivate a pipeline of advocates.
In 2019-2020, the Center for Women in Law worked to fulfill its mission by providing seminars, training programs, and special events to educate and promote women at all stages of their career.

WEBINAR: BUILDING A BETTER LEGAL PROFESSION—
Diversity, Inclusion, Technology, and the Teams of Tomorrow

The Center for Women in Law went virtual in June and held their first webinar in collaboration with Take The Lead, entitled: Building a Better Legal Profession—Diversity, Inclusion, Technology, and the Teams of Tomorrow.

CWIL and Take The Lead assembled a panel of experts to discuss the trends in the legal profession as it incorporates new technologies and learnings from the field of organizational behavior while striving to be a more diverse and inclusive profession.

WOMEN OF COLOR—
A Study of Law School Experiences

The Center for Women in Law and The NALP Foundation released the first-of-its-kind research to identify and detail disparities between the educational and social experiences of women of color and their peers during law school. “Women of Color – A Study of Law School Experiences” not only explores a wide range of issues but also how these issues may impact students’ career trajectories. The study represents responses from more than 4,000 students across 46 U.S. law schools.
PROGRAMS & SPECIAL EVENTS

POWER LUNCH SERIES

The 2019 Power Lunch lecture featured Brigadier General Susan Escallier, a career Army officer in the Judge Advocate General’s Corps. The event was attended by Texas Law students, faculty and staff. The October Power Lunch Series is generously supported by the Hortense Ward Speakers Fund.

LAW STUDENTS IMPACTED BY SCHOLARSHIPS

CWIL gratefully acknowledges two scholarships held at Texas Law that benefit the Center for Women in Law:

The Lisa Atlas Genecov and Dr. Jeffrey S. Genecov Endowed Presidential Scholarship in Law

This scholarship was established by Lisa Atlas Genecov and Dr. Jeffrey S. Genecov to support law students who have demonstrated a commitment to advancing women’s issues.

The Wayne B. Duddlesten, Sr./Center for Women in Law Endowment for Excellence Scholarship in Law

This scholarship was established by the Wayne B. Duddlesten Foundation to support students of high academic achievement with a preference given to individuals who have demonstrated a commitment to advancing women’s leadership. Recipients of this scholarship are referred to as Duddlesten Fellows.

What Our Scholarship Recipients Say

“The Atlas/Genecov scholarship I received made a huge difference in my final year of law school. It was a substantial scholarship compared to many of the scholarships available to law students, and it enabled me to reach graduation not only with less debt, but with significantly less financial strain during that final year of law school. I am so grateful to Dr. and Mrs. Genecov for their generosity and to the Center for facilitating the scholarship.”

Priscila Mosqueda, ’19

The funding I received from the Atlas/Genecov scholarship allowed me to take extra time from other employment opportunities to truly work on research dedicated to women on Texas’ death row. I was able to collaborate with an international researcher to identify trends in women who are given the death penalty, both in Texas and abroad. The scholarship provided me the financial freedom to be able to pursue my independent research endeavor that served to explore women and the law more specifically.

Noorulanne Jan, ’21
PROGRAMS & SPECIAL EVENTS

ACCELERATE FIRST-YEAR ASSOCIATES™

The 2019 Accelerate class wrapped up their year with a closing session at the law school in November with guest speaker Judge Nancy Atlas. The 2020 class kicked off their year-long program in January with participants from Houston, Dallas, San Antonio, and Austin. Since March, the participants have had three virtual mastermind sessions, divided into cohorts by city.

Since the program’s inception in 2017, over 125 first-year associates have participated in the year-long program. Accelerate First-Year Associates™ is an innovative program that focuses on the transition for new associates navigating their way from law school to practicing lawyer. The program provides a strong foundation during the first year in practice and has proven to have a lasting impact on the careers of women attorneys.

First Year Attorneys Impacted by Accelerate First-Year Associates™

“I am so glad I had the opportunity to participate in CWIL’s Accelerate: First-Year Associates Program in 2018. Accelerate provided me with a network of junior associates in my area going through the same highs and lows as me. The support and comradery I receive from this network helps me keep my head up and push forward.”

Camie Carlock, ’18

“Accelerate gave me a safe space among fellow female first-year associates to motivate (and commiserate with) each other during our shared challenge of transitioning into BigLaw. I am grateful to call many of these women my friends as we continue to grow our networks and further our legal careers.”

Serene Ateek, ’17

“Accelerate is an invaluable program that every first-year associate in a large law firm should participate in. I learned valuable tools that have impacted my performance at work, most notably tools to combat the self-doubt that all young associates—and particularly women—feel at the beginning of our careers. The skills I learned at the first Accelerate session are skills that I continue to implement and hone, and that I know will continue to propel me forward as I continue my career.”

Priscila Mosqueda, ’19
WOMEN IN LAW INSTITUTE AT LOS ANGELES

The Center for Women in Law brought its signature event to Los Angeles in October 2019. Described by one partner at a top law firm as “the most practical tool I’ve encountered in my 20 years of practicing,” the Women in Law Institute is an all-day, intensive workshop for law students, judicial clerks, and LL.M.’s. Los Angeles participants heard expert presentations and worked in small groups led by distinguished practitioners on the essential skills for navigating a successful career in law: communicating with impact, communicating your value, and building strategic relationships. The day ended with a cocktail party where the students worked on their networking skills.
PROGRAMS & SPECIAL EVENTS

WOMEN'S POWER SUMMIT™

Over the past decade, the invitation-only Women’s Power Summit™ has convened the most accomplished and influential women in the legal profession to generate ideas and lead change.

Speakers and attendees include women lawyers at the height of their career – chief legal officers and general counsel, law firm managing partners, judges, government officials, law school deans, bar presidents, and other preeminent lawyers, as well as academics and business leaders who are positioned to make significant and lasting change in the legal profession.

The next Women’s Power Summit™ will be held in April 2022.
The Consortium for Advancing Women Lawyers provides the platform to support a national movement by bringing together thought leaders from across the country who are spearheading initiatives to advance women in the legal profession.

The Consortium met virtually in July 2020 and attendees included members of over 45 organizations.

Notable member organizations include:

- The American Bar Association Commission on Women in the Profession
- Catalyst
- Direct Women
- DRI Women in the Law Committee
- Flex-Time Lawyers LLC
- Minority Corporate Counsel Association
- National Association of Women Lawyers
- National Bar Association Women Lawyers Division
- National Asian Pacific American Bar Association
- National Hispanic Bar Association
- Project for Attorney Retention
- The Bar Association of San Francisco No Glass Ceiling Initiative
- The Women’s Bar Association of DC Initiative on Advancement and Retention of Women

Through annual meetings and ongoing conversations, the leaders share knowledge, collaborate, and leverage resources to accelerate the advancement of women in the legal profession.
The Center for Women in Law represents the vision and commitment of its Founders, who conceived of CWIL and provided initial funding for its endowment. Originally the idea of seven women who wanted to leave a legacy for future generations of women lawyers, CWIL proudly has fifty Founding Members and flourishing Power Circles.

Linda L. Addison  
Marcia E. Backus  
Melanie H. Barnes  
Laura H. Beckworth  
Susan L. Blount  
Linda Broocks**  
Dori Budd  
Katy M. Civins  
Phyllis J. Cohen  
Nina Cortell  
Sylvia A. de Leon  
Cynthia Thomson Diggs**  
Claudia Wilson Frost  
Lisa Atlas Genecov**  
Michelle P. Goolsby  
Melanie Gray**  
Marcy Hogan Greer**  
Laura Hagen  
Peggy A. Heeg  
Linda Crooker Hunsaker  
Cisselon Nichols Hurd**  
Tracey A. Kennedy**  
Terri Lacy  
Christine B. LaFollette  
Kathleen Cooper Lake**  
Catherine Lamboley  
Vicki E. Land  
Karen Hirschman Larsen  
Ann Lents  
Janis Loegering**  
Janiece M. Longoria  
Kimberly Lubel  
Jane H. Macon  
Diana E. Marshall  
Laura J. McMahon  
Meredith S. Mouer  
Franci Neely  
Carrin F. Patman  
Lisa H. Pennington**  
Sandra Phillips Rogers  
Lauren Eaton Prescott  
Shemin V. Proctor  
Yvonne K. Puig**  
Robin Russell  
Martha E. Smiley  
Jane Snoddy Smith**  
Jan Summer  
Tammy Tran  
G. Gail Watkins  
Kathleen J. Wu  
(In memoriam)  
Norma Fink Huffaker  
Hon. Hortense Sparks Ward  

* Sustaining Founder (Annual gift of $1,000 or more after original pledge complete)  
** Major Sustaining Founder (Annual gift of $5,000 or more after original pledge complete)
Power Circle members have made a generous gift or pledge to secure the future of CWIL and, through its work, all women in law.

**ALICE SHEFFIELD CIRCLE** *(Gifts and pledges totaling $100,000 or more)*

<table>
<thead>
<tr>
<th>Susan Blount</th>
<th>Lisa Atlas Genecov**</th>
<th>Tracey Kennedy*</th>
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**CHAMPIONS CIRCLE** *(Gifts and pledges totaling $50,000 or more)*

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<td>Lori Beth Finkelston ‡</td>
<td>Kathleen E. Irvin</td>
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**LEADERS CIRCLE** *(Gifts and pledges totaling $25,000 or more)*

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<th>Alex Wilson Albright</th>
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‡ In Memoriam

* Sustaining Sheffield, Champion or Leader (Annual gift of $1,000 or more beyond original pledge)

** Major Sustaining Sheffield, Champion or Leader (Annual gift of $5,000 or more beyond original pledge)
INDIVIDUAL GIFTS

 gifts received between September 1, 2019-August 31, 2020

$50,000-$75,000
Lori Beth Finkelston

$25,000-$49,000
JoAnn Lee
Yvonne K. Puig

$10,000-$24,999
Alexandra Wilson Albright
Maria W. Boyce
Melanie Gray
Marcy H. Greer
Cisselon Nichols Hurd
Tracey Kennedy
Diana E. Marshall
Jill K. Mulligan
Lisa H. Pennington
Amy M. Stewart

Gemma L. Descoteaux
Cynthia Thomson Diggs
Denee Donnley
Lisa A. Genecov
Hilda C. Galvan
Susan Feigin Harris
Amy Hinzmann
Katie Bennett Hobson
Johnjerica Hodge
Kathleen E. Irvin
Anne M. Johnson
Arlaeas Upton Kea
Anastasia D. Kelly
Kathleen C. Lake
Janis H. Loegering
Elizabeth E. Mack
Myra K. Morris
Jayme Partridge
Gina N. Shishima
Julia A. Simon
Jane S. Smith
E. Jan Summer
Kristi Swartz
Frances R. Townsend
Anne K. Trinque
Laura C. Turley
Betty Ungerman
Kathryn Still Wilson

$1,000-$4,999
Scott J. Atlas
Karan C. Ciotti
Dawn Estes
Vicky Pogue Gunning
Juanita Harris
Vicki E. Land
Buena Vista W. Lyons
Sonja J. McGill
Angela Styles
Ken Woodruff
Jennifer Wuamett

Kimball Anderson
Serene Wadia Ateek
Elizabeth V. Bernal
Kellie Lynn Dale
Danielle D. Decker
Rebecca H. Diffen
Courtney Y. Gilger
Teshia N. Judkins
Jo Lyn S. Kallison
Rachael S. Lichman
Elizabeth P. Malpass
Brooke G. McNabb
Constance L. Pfeiffer
Marcia L. Rodgers
Staci D. Schweizer
Martha G. Sepeda
The Grant Family Fund

UP TO $999
Kimball Anderson
Serene Wadia Ateek
Elizabeth V. Bernal
Kellie Lynn Dale
Danielle D. Decker
Rebecca H. Diffen
Courtney Y. Gilger
Teshia N. Judkins
Jo Lyn S. Kallison
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Elizabeth P. Malpass
Brooke G. McNabb
Constance L. Pfeiffer
Marcia L. Rodgers
Staci D. Schweizer
Martha G. Sepeda
The Grant Family Fund
## LAW FIRM, CORPORATION AND FOUNDATION GIFTS AND SPONSORSHIPS

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