THE WOMEN’S IMPACT NETWORK FOR SUCCESS AT DUANE MORRIS
“It is a testament to our values that Duane Morris’ culture of collegiality and collaboration has stood the breadth of generational, business, industry and economic changes since the firm’s founding in 1904. It has always been my belief that encouraging, supporting and motivating women attorneys throughout their careers is a universal responsibility, and I am proud to be a part of a firm that consistently reinforces this credo by its efforts to give women attorneys, at all levels of their careers, equal opportunities for advancement. In addition, the firm will continually and steadfastly look to provide Duane Morris women attorneys opportunities to take on leadership posts throughout the firm. Duane Morris continues to be committed to honoring the firm’s legacy and maintaining its founding principles, as well as embracing new initiatives and taking active roles to empower our women attorneys.”

> MATT TAYLOR, Chairman and Chief Executive Officer, Duane Morris LLP
In 2006, Duane Morris established a women’s initiative to bolster the professional and personal development of our women attorneys. Recognizing the importance of having a network to assist our dedicated and talented attorneys, we launched a series of events and programs to support their goals and objectives, as well as to address work-life balance. Renamed the Duane Morris Women’s Impact Network for Success (WINS) in 2015, we have continued our mission to enrich and encourage the success of our women attorneys.

Over the years, the firm’s women attorneys, both current and alumnae, have made major strides for fellow women at the firm and in the legal profession. We are delighted to share with you some highlights of our personal and collective accomplishments in this brochure. We hope you join in our enthusiasm as we celebrate our achievements and look forward to the next chapter of success.

We would love to hear your thoughts and ideas. Please contact us with your feedback.

Kindest regards,

SANDRA A. JESKIE
Chair
Philadelphia
215.979.1395
jeskie@duanemorris.com

DOMINICA C. ANDERSON
Vice Chair
Las Vegas
415.957.3179
dcanderson@duanemorris.com
Duane Morris LLP’s implementation of the Mindful Return program has been recognized by the San Francisco Gender Equality Principles Initiative, a San Francisco-based public-private collaborative that aims to help organizations achieve greater gender equality through implementation of its seven Gender Equality Principles. Mindful Return is a national initiative providing resources to help mothers prepare for maternity leave and transition back to the office. Founded in 2008, the San Francisco Gender Equality Principles Initiative designed its Gender Equality Principles to offer “practical standards to which companies can aspire, and a measure against which they can assess their progress on fundamental issues of gender equality.” Duane Morris’ implementation of the Mindful Return program was honored for the principles of “Management and Governance” and “Leadership, Transparency and Accountability.” 2018 is the second time in four years that the firm was recognized.

Sandra Jeskie (center) receives the award from Emily M. Murase, Ph.D. (left), Department on the Status of Women, and Carrie Schwab-Pomerantz (right), Commission on the Status of Women.
FIRM ACCOLADES


- RECOGNIZED AS A 2016 “BEST PLACE TO WORK FOR WOMEN OVER 35” BY CRAIN’S CHICAGO BUSINESS.

- RANKED BY LAW360 AS ONE OF THE “100 BEST U.S. LAW FIRMS FOR WOMEN” BASED ON THE FIRM’S FEMALE REPRESENTATION AT THE PARTNER AND NONPARTNER LEVELS, AS WELL AS ITS TOTAL NUMBER OF FEMALE ATTORNEYS.


- NAMED TO THE 2010-2014 PA BAR HONOR ROLL OF LEGAL ORGANIZATIONS WELCOMING WOMEN PROFESSIONALS.

- NAMED BY PHILADELPHIA MAGAZINE AS ONE OF THE “BEST PLACES TO WORK” AND CITED FOR ITS STRONG MENTORING AND NETWORKING PROGRAMS FOR WOMEN ATTORNEYS.

- RANKED AS A TOP LAW FIRM BY THE LAWYERS CLUB OF SAN DIEGO, BASED ON PERCENTAGE OF LOCAL FEMALE PARTNERS.

- HONORED AS ONE OF THE YALE LAW WOMEN’S 2015 TOP TEN FAMILY FRIENDLY FIRMS.

“More and more, the legal industry is embracing the notion that leadership, networking and client relationship building are not one-size-fits-all. Women just do things a little differently when it comes to business development. They are already very successful lawyers, and our programs are designed to capitalize on their existing talents.”

> SANDRA JESKIE, Partner and Chair, Duane Morris WINS
ATTORNEY ACCOLADES

Duane Morris is proud of our women attorneys and their numerous honors and awards, a few which are highlighted in this brochure.

DOMINICA ANDERSON

Awarded the National Association of Women Lawyers’ (NAWL) Virginia S. Mueller Outstanding Member Award, presented to NAWL members for exemplary contributions to the association.

SHARON CAFFREY

Recipient of The Legal Intelligencer’s Women of the Year Awards, which honors women attorneys across Pennsylvania with notable achievements.

JANE DALTON

The Philadelphia Bar Association’s Sandra Day O’Connor Award is conferred on a woman attorney who has demonstrated superior legal talent, achieved significant legal accomplishments and has furthered the advancement of women in both the profession and the community.

SANDRA JESKIE

Sandra Jeskie was awarded the Philadelphia Business Journal’s Women of Distinction Awards, which recognizes influential businesswomen who are making a difference in their communities and blazing a trail for other women.

“We want to inspire, motivate and empower our women to enjoy the same career that I have had—really the privilege of having—at Duane Morris. Our women are terrific, but it’s challenging to raise a family, be a professional, work very hard for your clients and be a leader in your practice area and in your community. The aim of WINS is to give our women attorneys the tools to effectively manage their careers and lives.”

> BEATTY O’DONNELL, Partner, Philadelphia
ATTORNEY SPOTLIGHTS

ANDREA AUGUSTINE

Andrea Augustine is co-chair of Duane Morris’ Patent Preparation and Prosecution division. Andrea has extensive experience in the electrical, mechanical and consumer product industries. Prior to law school, she worked as an electrical engineer for the U.S. Army Corps of Engineers, as a software engineer at Anderson Consulting and as a senior programmer at Reuters America.

CYNDIE CHANG

Cyndie Chang, managing partner of Duane Morris’ Los Angeles office, serves on the ABA Commission on Women in the Profession and is a past president of the National Asian Pacific American Bar Association. Cindy is frequently recognized by organizations and publications for her contributions to the profession and the community.

HOPE KREBS

From 2015 to 2017, Hope Krebs, co-chair of the Firm’s International Practice Group, was the first woman to serve as chair of Multilaw, one of the world’s leading associations of independent law firms with more than 8,000 lawyers in 80 member firms in 70 countries. Under her leadership, Multilaw was named as the Global Network of the Year by The Lawyer European Awards 2017.

SHEILA SLOCUM HOLLIS

Sheila Slocum Hollis, chair of Duane Morris’ Washington, D.C., office and founder of the Firm’s Energy, Environment and Resources Practice Group has more than 40 years of experience in energy transactional, and regulatory and administrative law. She has been extensively recognized for her contributions to the practice and legal industry. She is featured in the American Bar Association Women Trailblazers in the Law Project (WTP), which captures the oral histories of women pioneers in the legal profession.
“Duane Morris has demonstrated an unparalleled dedication of time, money and resources to aid in the success of its women attorneys. I am proud to be a partner in this firm.”

> JESSICA LA LONDE, Partner, San Francisco
Duane Morris’ women attorneys have served as board members and leaders in a number of local, regional and national professional organizations, including:
WINS offers both training and client development opportunities throughout the year. This includes business development and leadership skills trainings, CLE programs, presentations and networking events.

Past event topics include:

- Adding Business Conversations Comfortably into Social Relationships
- Building Meaningful Connections
- Collaborating Inside and Outside the Firm
- Daunting to Doable
- Doing Well by Doing Good
- “Girl Rising” Screenings
- The Good Business of Doing Good: Building a Better Business Community
- The Lean in Dialogues
- Power Negotiations: New Strategies for Women
- Powering Your Practice with Political Participation
- Second-Generation Gender Issues
- Strategy to Success: Finding Your Niche Industry
- TEDx Talk “The Skill of Self-Confidence”

Springboard to Success® is a unique program that provides leadership and business development training, as well as group and individual mentoring, for future leaders of Duane Morris. The program is designed to enhance business and marketing plan development; leadership; and a broad set of quantitative, management, communications and partnering skills for mid-level partners from across offices and practice groups at the Firm. Over the course of a year, the mid-level partners are paired with senior attorney mentors and engage in courses on developing a strategic business plan; finding and honing a marketing style; understanding client business needs and industries; goal setting; presentation and advocacy skills; and communications techniques.

Since 1990, Mama’s Kitchen has delivered nutritional meals to those living with AIDS or cancer and provides pantry services and nutrition education to people affected by AIDS. Jennifer Kearns, partner in the Firm’s San Diego office, has supported the organization for more than two decades, including serving as a board member and chair of its annual fundraiser.
WINS develops, sponsors and co-hosts programs with a number of women’s legal organizations, including the National Association of Women Lawyers, to educate on topics pertaining to leadership, legal trends and practice-related issues.

Outside of our professional commitments, we regularly partner and volunteer with a number of charities throughout our offices. Over the years, we have supported the following organizations, among others:
WOMEN’S IMPACT NETWORK FOR SUCCESS
HONORING OUR COLLEAGUES

WINS established two annual awards to honor the memories of our late colleagues, Cheryl Blackwell Bryson and Margery Reed, who made significant contributions to the Firm and in the profession.

The Cheryl Bryson Leadership Award is presented to women attorney leaders with unwavering commitment to the professional development and advancement of women lawyers. Cheryl passed in January 2012.

The Margery Reed Professional Excellence Award recognizes women attorneys who are dedicated to creating and modeling work-life management, as well as mentoring. Margery passed in December 2013.

SUCCESS STORIES

CHAMPIONING WOMEN’S RIGHTS

SCOTUS Ruling in Whole Woman’s Health v. Hellerstedt Cites Duane Morris Amicus Brief

A team of Duane Morris attorneys, including Philip Lebowitz, Erin Duffy, Katharyn Christian McGee, Alison Rosenblum and Erica Fruiterman, filed an amicus curiae brief pro bono on behalf of medical staff professionals in support of petitioners in Whole Woman’s Health v. Hellerstedt, No. 15-275, slip op. (June 27, 2016). In its 5-3 decision, the Supreme Court cited Duane Morris’ amicus brief, noting, “Other amicus briefs filed here set forth without dispute other common prerequisites to obtaining admitting privileges that have nothing to do with ability to perform medical procedures.” The brief was one of only a handful of amici curiae briefs cited in the decision out of a total of 41 such briefs filed on behalf of petitioners.

PROVIDING COMFORT DURING GRIEF

After losing her son, George, minutes after birth, Marcella Johnson began suffering from a physical pain in her heart and arms, a condition known as Takotsubo cardiomyopathy, or “broken-heart syndrome.” Ms. Johnson discovered that this pain was alleviated when she picked up a pot of flowers at her son’s gravesite. The pot, which weighed the same as George, served as a coping mechanism. To provide others with similar relief, she designed a weighted teddy bear and began distributing them to mothers suffering loss. Now known as The Comfort Cub Program, Inc., the bears have expanded their therapeutic use to foster children, those with autism, veterans suffering from post-traumatic stress disorder, and Alzheimer’s and dementia patients.

Duane Morris partners Michelle Hon Donovan and Julie Mebane, along with Anjali Moorthy, assisted the organization in connection with an infringement case of “The Comfort Cub” trademark by a Canadian-based company selling stuffed bears under the same mark. The underlying lawsuit was initiated after the defendants blatantly ignored a previous agreement between the parties wherein the defendants agreed to respect our client’s exclusive and uncontested trademark rights in the United States. The Duane Morris team negotiated a monetary settlement and stipulated a permanent injunction, including notice to customers who purchased infringing product, as well as the transfer of the domain name comfortcub.com.

"Had Duane Morris not taken me on as a pro bono client, my work with helping people suffering from the loss of a child may not have been able to continue. Because of your generous assistance, we are now reaching out to more families in need than ever before. I cannot begin to adequately express my gratitude to you for being there when we most needed you!"

> MARCELLA JOHNSON, Founder and Inventor, The Comfort Cub
Distinguished Alumnae

“Jane Dalton, Gene Pratter, Kate Shay and Barbara Adams established a tradition of acceptance of women and, as a result, led Duane Morris to be recognized (and continue to be recognized) as a good place for women to work.”

JUDGE MARJORIE “MIDGE” RENDELL
United States Court of Appeals for the Third Circuit

“I cannot overstate the business and management principles that I learned at Duane Morris over the years. That background has served me so well.”

BARBARA ADAMS, former General Counsel of the Commonwealth of Pennsylvania

“From the lawyers to the professional staff to the office support, Duane Morris has a distinctive culture that is comfortable and congenial, with a big personality to boot. I was privileged to work with incredibly gifted lawyers and dedicated staff who also made me laugh—a lot—every day.”

LAUREN LONERGAN TAYLOR, Head of Commercial Lending at TD Bank, N.A.

“While many law firms silo their associates and junior partners into specialized areas without supporting cross-experience or stretch goals that are critical to growth and motivation, Duane Morris sets itself apart by doing the opposite.”

LEAH WATERLAND, Director, Legal, IP Litigation at Cisco Systems, Inc.

“My years at Duane Morris were tremendously valuable, providing me with a core skill set as a lawyer, a competitive edge in research and drafting, an appreciation for business development and a network of highly accomplished peers and mentors.”

NEHA PANDYA DAVE, Deputy Director—Programmes & Special Projects at International Law Institute African Centre for Legal Excellence

“Duane Morris was always about the people, and always will be. I am incredibly grateful to have been given the opportunity not only to practice law among such a talented group, but to have learned so much about myself through the relationships I built with so many kind, smart, hilarious, complex, honest and giving people.”

JAMIE DYCE, Executive Director at Pajama Program

“Whatever qualities I have as a lawyer, I have them because of Duane Morris.”

ALISON LAZERWITZ, Senior Vice President and General Counsel at Swarovski Corporation AG

Alumnae in the Judiciary

HON. MARJORIE O. RENDELL
U.S. Court of Appeals for the Third Circuit

HON. GENE E.K. PRATTER
U.S. District Court, Eastern District of Pennsylvania

HON. KAREN SHICHMAN CRAWFORD
U.S. District Court, Southern District of California

HON. YVETTE ROLAND
Hearing Department, State Bar Court of California

HON. SALLIE KIM
U.S. District Court, Northern District of California

HON. ALICE BECK DUBOW
Superior Court of Pennsylvania

HON. SUSAN CLAYPOOLE
Superior Court of New Jersey

HON. LORI NOVAK DONATELLE
Pennsylvania Magisterial District Court
"You have to be your own CEO; you have to be in charge of your career. This is even more important now than it was when I started practicing law. You have to be really careful about the decisions you make, and to do that, you have to have goals and know where you’re going. We realized that we needed more structure to support women in both their advancement and their careers. As a result, we formed WINS."

> JANE LESLIE DALTON, Of Counsel, Philadelphia
First woman elected to partnership at the Firm in 1978