



A Special AWAR Event for Law Firms Only

Women in the Law: Leveling the Playing Field

Featuring

Kim Elsesser, Ph.D.

Agenda

- 12:15 Welcome
- 12:25 Introductory remarks, ice-breaker activities
- 12:40 Lunch
- 1:00 Keynote address and Q&A
- 2:00 Roundtable breakout exercises
- 2:30 Roundtable report-outs and discussion
- 2:55 Closing remarks and adjournment

Participating firms:

Arnold & Porter

ARTHUR COX



Debevoise & Plimpton

Holland & Knight

LATHAM
LATHAM & WATKINS

Milbank

NORTON ROSE FULBRIGHT

O'Melveny

pillsbury

VedderPrice

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Women in the Law: Leveling the Playing Field *Keynote Speaker*



Kim Elsesser, Ph.D. is the author of [*Sex and the Office: Women, Men and the Sex Partition that's Dividing the Workplace.*](#) She currently writes about gender issues at work for [Forbes](#), and she taught about these issues at UCLA for eight years.

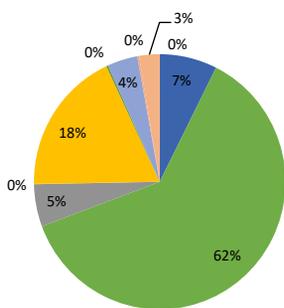
Kim has published in *The New York Times* and *The Los Angeles Times* and has discussed gender issues on *Fox News America Live*, *NPR's Talk of the Nation*, *BBC World News* and *Jenny McCarthy's Dirty, Sexy, Funny*. She was one of CNN's *Most Intriguing People of the Day* and her views have been cited by numerous other media outlets including *The Atlantic*, *Elle Magazine*, *Cosmopolitan*, and even *The Howard Stern Show*.

Kim's interest in gender and work was partly inspired by her experiences co-starting a quantitative proprietary hedge fund for Morgan Stanley. She holds a PhD in psychology from UCLA, MS degrees in management and operations research from the Massachusetts Institute of Technology (MIT), and an undergraduate degree in mathematics and computer science from Vassar College.

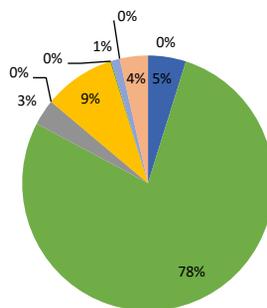
How Diverse are the Firms in the Room?

The graphs below reflect diversity survey data self-reported to the National Association for Law Placement¹ (NALP). The data clearly demonstrate a lack of cultural diversity at all levels, and a lack of gender diversity at the partner level.

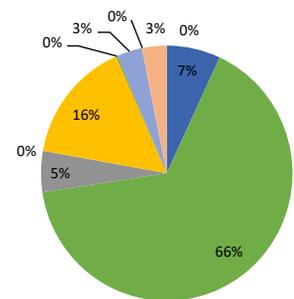
Female Associates (47%)



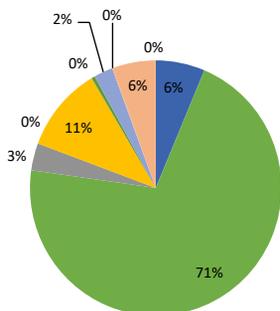
Female Partners (22%)



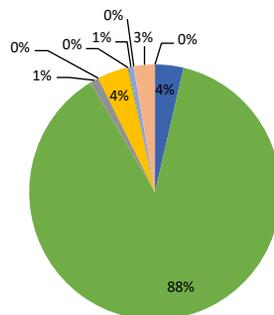
Female Total (38%)



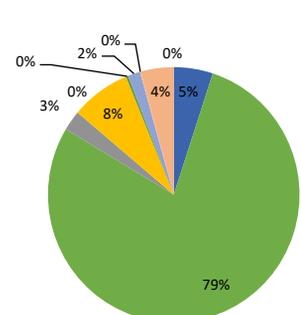
Male Associates (53%)



Male Partners (78%)



Male Total (62%)



¹Data shown are aggregated from self-reported diversity survey responses submitted to NALP by Arnold & Porter, Clifford Chance, Debevoise & Plimpton, Holland & Knight, Latham & Watkins, Milbank, Norton Rose Fulbright, O'Melveny & Myers, Pillsbury Winthrop Shaw Pittman, Vedder Price, and White & Case. Individual firm data is provided in a separate handout.

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Women in the Law: Leveling the Playing Field *Law Firm Advisory Committee*



Heather Burke, Partner
WHITE & CASE

In her thirteen years at White & Case, Heather Burke has been a leader in the firm's Global Competition and Antitrust practice group, an award-winning practice that has been named Competition Group of the Year for the past six years by Law360. She concentrates on complex commercial litigation and counseling in the areas of antitrust, intellectual property and class actions and has extensive trial experience. Ms. Burke was recognized in 2017 and 2018 by Benchmark Litigation's "Under 40 Hotlist."

Her work often includes defending international companies in grand jury investigations, civil and criminal investigations and multiple parallel class action, opt-out and State AG lawsuits. Outside of her trial work, Ms. Burke represents clients in connection with investigations before government regulatory bodies, including the Department of Justice and the Federal Trade Commission, and regularly counsels clients regarding antitrust regulatory hurdles in their mergers and acquisitions.



Alyssa Vazquez, Partner
NORTON ROSE FULBRIGHT

Alyssa Vazquez is a partner at Norton Rose Fulbright US LLP and is the Head of Aviation, United States. Her practices focuses on aviation finance, aircraft leasing and aircraft sales and acquisitions. She represents operating lessors, airlines and lenders in both domestic and cross-border transactions. Ms. Vazquez is also the Co-Hiring Partner in the New York office of Norton Rose Fulbright.

Ms. Vazquez was named as a "Rising Star" by Aircraft Finance Journal in 2015. She has also been named a "Next Generation Lawyer: Transport: Aviation" by The Legal 500 and has been recognized by Chambers USA. Ms. Vazquez received a B.A., with distinction, from The Pennsylvania State University and a J.D. from Fordham University School of Law. She serves as the vice-chair of the Aircraft Financing Subcommittee of the American Bar Association.



Women in the Law: Leveling the Playing Field *Law Firm Advisory Committee*



Erika Weinberg, Partner



Erika L. Weinberg is a partner in Latham & Watkins’ New York office. Ms. Weinberg’s practice focuses primarily on corporate finance and general securities and corporate matters. Ms. Weinberg has substantial experience representing investment banks and issuers in public and private debt and equity offerings and acquisition financings in a broad range of industries, including: health care, entertainment, media and telecommunications, manufacturing, technology, and retail. She has also represented investment banks, companies, and investors in all manner of other engagements, including: tender offer and consent solicitations, restructurings, bridge lending and loan commitments, and other acquisition financings. In recent years, Ms. Weinberg has represented Goldman, Sachs & Co., Citigroup Global Markets Inc., Barclays Capital, Inc., Credit Suisse, Morgan Stanley & Co. Incorporated, Merrill Lynch, Pierce, Fenner & Smith Incorporated, DIRECTV Group Inc. and Building Materials Corporation of America.

Ms. Weinberg is a member of the American Bar Association, the New York State Bar Association, and the Association of the Bar of the City of New York. Ms. Weinberg also serves on the Board of Directors of Citizens Committee for New York City, a not for profit organization located in New York City.



Emily Wicker, Partner



Emily Wicker is a partner in Clifford Chance’s U.S. Banking and Finance Group and Global Asset Finance Group. She focuses on secured lending and leasing transactions with an emphasis on aircraft assets. Ms. Wicker is experienced in all aspects of aircraft finance, leasing and related restructuring transactions, including pre-delivery payment facilities, aircraft and spare parts credit facilities, EETCs and similar structured finance transactions. Emily is a member of the firm’s Diversity Committee, Women’s Sub-Committee and Hiring Committee.

Ms. Wicker is listed as a “Leading Lawyer” in Asset Finance and Leasing by Legal 500 USA. She is ranked in the “Band 2” tier of Aviation Finance lawyers in Chambers USA. She is also listed in Super Lawyers and was named as one of the fifteen “Rising Stars” by Airfinance Journal in 2010.

Ms. Wicker joined Clifford Chance in 2013. Previously, she was Counsel at Debevoise & Plimpton LLP, where she represented American Airlines in its Chapter 11 reorganization. She started her career at Cadwalader, Wickersham & Taft, where she represented Delta Air Lines in its EETC transactions and Northwest Airlines in all of its aircraft leases and financings and in its Chapter 11 reorganization. Ms. Wicker received her J.D. from the University of Virginia School of Law and her B.A. cum laude from Dartmouth College.



About AWAR and Today's Focus on Law Firms

AWAR was founded in 2015 by Amelia Anderson and Dana Barta. In starting AWAR, Amelia and Dana set out on a mission to promote the development and advancement of women in leadership positions across all sectors of the global aviation industry.

From the beginning, AWAR has been committed to the twin beliefs that 1) diverse leadership is better leadership, and 2) engagement with our senior male colleagues is critical to driving change for women in our industry.

AWAR has expanded its reach significantly since inception, with our signature Leaders Luncheons held annually on multiple continents, and many other roundtables and workshops held at private company events – including events at law firms, some of which are represented here today. Through this range of experiences, we have developed specialized knowledge of the gender diversity issues that are unique to various geographic regions and industry sectors.

Our repeated observation of certain issues across all major aviation law firms led us to develop today's program. These issues are not limited to aviation-related practice areas; indeed, today's program will address common issues facing women in many areas of legal practice.

Thank you for participating in and supporting this and other AWAR events. We hope you find today's session insightful, thought-provoking, and most importantly, we hope it inspires action on your part to help drive change and promote the advancement of women. Special thanks to our Law Firm Advisory Committee, whose invaluable insights helped guide the development of today's program.

If your firm would like to receive information about becoming an AWAR sponsor, please see an AWAR board member. Thank you!



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