



SULLIVAN & CROMWELL LLP



Diversity, Equity & Inclusion

YEAR IN REVIEW





*Our differences are
our greatest strength*

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On the cover, partners
Amanda Flug Davidoff,
Ken Li,
Jonathan S. Carter,
Inosi M. Nyatta

Message from the Diversity
Committee Co-Chairs

At Sullivan & Cromwell, diversity, equity and inclusion (“DEI”) are woven into the fabric of our culture. We’re dedicated to attracting and retaining the most diverse talent possible, including BIPOC, LGBTQ+ and women lawyers. We invest heavily in our lawyers by providing a range of programs and training to give them the tools they need to succeed in becoming trusted advisors to our clients.

Our personal stories and experiences inform our roles leading the Diversity Committee. At various times in our lives, we have each felt like an outsider. Finding a place that would not only allow us to be ourselves, but that would embrace and celebrate all facets of our identities, was paramount. We have always felt at home at S&C, and we take seriously our obligation to ensure that all of our people feel fully included in our community and prepared to excel on their chosen paths.

In these pages, you’ll learn more about our DEI initiatives and get to know some of our people. We hope you come away with a sense of how we collaborate and support each other as a community. We’re excited to meet and welcome you, too.

Diversity Committee Co-Chairs

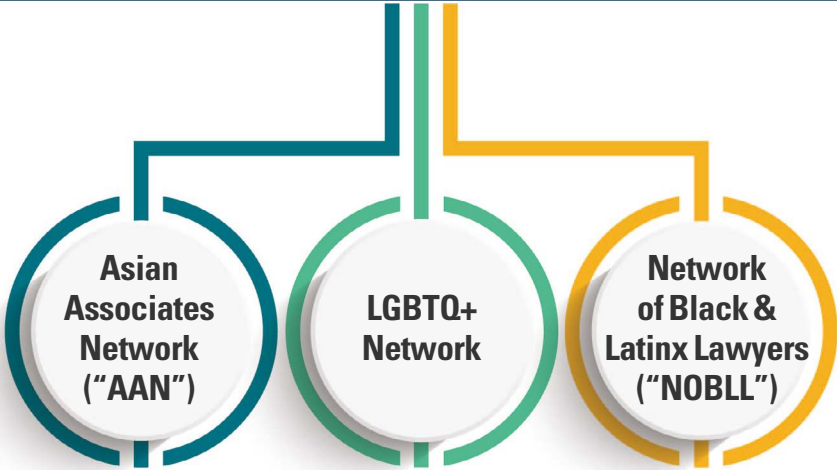


Werner Federico Ahlers
Werner Federico Ahlers
Partner since 2014

Tracy Richelle High
Tracy Richelle High
Partner since 2008

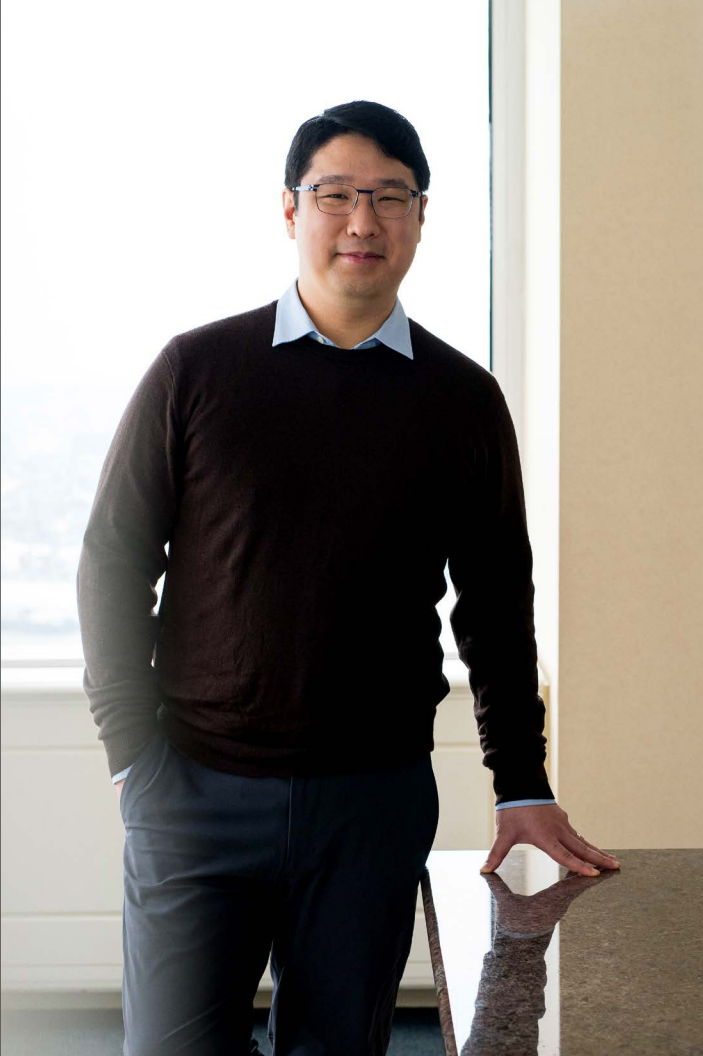
Affinity networks are a great way to connect with other lawyers and get support to achieve your ambitions

S&C’s affinity networks were created to facilitate the professional development and advancement of the Firm’s BIPOC and LGBTQ+ lawyers. These supportive networks provide welcoming forums for lawyers to seek candid advice, share experiences and discuss work-related topics, and offer multiple opportunities for mentorship, community service, social networking and recruiting activities.



Network members get professional training from S&C’s best-in-class lawyers. We regularly offer substantive trainings across all practice areas. In addition to these trainings, senior members of the Firm pass on the institutional knowledge they have gotten from years of experience during partner-led discussions, office hours and small group lunches. “I find there is so much value in hearing off-the-cuff advice and takeaways from those in our network who have made partner at the Firm,” mentions Terence Kim, AAN Co-Chair and an associate in the Financial Services Group. He adds, “The networks frequently host smaller, more interactive events, which elicit more open and honest dialogue.”

Mentorship is at the core of S&C, and is a key component of our commitment to fostering an inclusive environment. Each network has its own tailored mentor program, partnering each incoming associate with one or two senior network members who are able to lead by



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— Terence Kim, AAN Co-Chair

“I have found mentoring NOBLL members to be one of the most rewarding parts of my S&C experience.”
— Ana González, NOBLL Co-Chair

experience and help new associates navigate the Firm and its practice areas. For General Practice associate and NOBLL Co-Chair Ana González, mentorship has been profoundly meaningful. “I have found mentoring NOBLL members to be one of the most rewarding parts of my S&C experience,” she shares. “It has given me great satisfaction to know that my mentees are comfortable using our network’s community to obtain both professional and personal life advice, and then to see them take that guidance and flourish during their time at the Firm and beyond.”



COMMUNITY



“Being a part of NOBLL has allowed me to network with a variety of people outside of S&C.”

— Ashlyann Harrison, NOBLL Co-Chair

Our affinity networks put on a variety of events to help our lawyers stay connected. In addition to regular meetings for each network, members attend a bevy of internal and external events, from intimate film screenings, dinners and wine tastings, to S&C-sponsored galas benefitting organizations like the Asian American Legal Defense and Education Fund, Sponsors for Educational Opportunity and One Hundred Black Men.



Building a network for BIPOC and LGBTQ+ lawyers means offering extensive opportunities to meet professionals both within and outside the Firm. “Being a part of NOBLL has allowed me to network with a variety of people outside of S&C,” shares Ashlyann Harrison, an associate in the M&A Group and NOBLL Co-Chair. “NOBLL has given me access to attend events with the Association of Black Women Attorneys, the InterLaw Diversity Forum, and the Lawyers Committee of Civil Rights Under Law, to name a few.”

“Thanks in large part to the LGBTQ+ Network, this is the first job I’ve ever had where I felt I could bring my whole self to work.”

— Gulliver Brady, LGBTQ+ Network Co-Chair

We hosted five Firm-wide DEI events in 2021, offering a space to discuss why DEI matters in the workplace and beyond with industry leaders like Paula Boggs, former Chief Legal Officer of Starbucks, Glenn Magpantay, co-founder and former executive director of the National Queer Asian Pacific Islander Alliance, and Dariely Rodriguez, former director of the Economic Justice Project at the Lawyers’ Committee for Civil Rights Under Law. For Litigation associate and LGBTQ+ Network Co-Chair Gulliver Brady, being able to freely discuss DEI in the workplace allows him to be comfortable being his authentic self. “Thanks in large part to the LGBTQ+ Network, this is the first job I’ve ever had where I felt I could bring my whole self to work,” he says. “It has offered opportunities to meet new and interesting people who I might never have met, both within the Firm, among S&C alumni and among law students across the country.”

In the wake of recent social movements, S&C’s affinity networks have offered critical connection with the broader legal community. The networks regularly host events with clients’ affinity groups and with alumni. These events allow S&C’s affinity group members to address DEI in the legal profession and network in an intimate setting. “AAN has broached some difficult topics this year, and we’ve had the opportunity to reflect on how we can effect positive change outside the confines of our affinity network and the Firm,” shares Suniti Mehta, an associate in the Firm’s Litigation Group and AAN Co-Chair. “We approached the Firm to request institutional support for charitable giving for AAPI causes, and it was unequivocally supportive of doing that.”



“AAN has broached some difficult topics this year, and we’ve had the opportunity to reflect on how we can effect positive change outside the confines of our affinity network and the Firm.”

— Suniti Mehta, AAN Co-Chair

The Women’s Initiative Committee

S&C’s Women’s Initiative Committee (“WIC”) works to enhance the experience of women in practice at the Firm by focusing on the retention and advancement of women lawyers and by fostering informal networking and mentoring opportunities.

To learn more about WIC, please refer to the “Women Leading the Way” brochure.

S&C CELEBRATES BLACK HISTORY MONTH

Re-imagining the Definition of Inclusivity



“When I walked into the D.C. office, one of the first things that I noticed was that there was art by a D.C. Black artist on the wall. Other people may not have noticed, but it made an impression on me.”

—Kamil Shields, Litigation Partner and Diversity Committee member

As part of our S&C Celebrates Diversity series, we were thrilled to welcome Professor James Forman, Jr., J. Skelly Wright Professor of Law at Yale Law School. This speaker series invites BIPOC, LGBTQ+ and women leaders to share their experiences, their accomplishments and relevant topics in DEI and the legal profession, and is open to the entire Firm worldwide. The discussion, moderated by S&C Litigation Partner Kamil Shields, covered insights from Professor Forman’s career, the importance of being your authentic self in the workplace and the responsibilities law schools and law firms have to create inclusive environments.

In his opening remarks for the event, one of the Firm’s Senior Chairs, Rodge Cohen, reflected on the progress we’ve made as a nation and encouraged members of the S&C community to be a part of the solution in creating a more just and equitable society.

“At S&C, we must have the humility to recognize that we have so much still to learn and understand. Our diversity, equity and inclusion trainings are designed to fill that gap at least in part,” said Rodge. He added, “We not merely welcome, but urge each member of the S&C family to offer your ideas as to how we can best achieve that goal, and more broadly, in creating a more equitably balanced society for all.”

Kamil and Professor Forman discussed elements of the Black experience in the world of law, ranging from law school, to law firm, to courtroom environments. Professor Forman shared an anecdote about how he felt on his first day of law school, when he walked into a lecture hall, looked around at the historical photos that decorated it, and only saw white men. “When you’re in that space and you’re trying to prepare yourself to be a lawyer, and you’re thinking about what you might be able to do with your career, it’s really tough when you don’t see yourself in any of those images of greatness,” he said.

Kamil agreed, highlighting some of the ways S&C has worked to address this issue, including celebrating the work of S&C lawyers from diverse backgrounds in a variety of public forums and working with young people aspiring to become lawyers, so that they can see the possibilities available to them at a place like S&C.



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—Professor James Forman, Jr.

There are myriad things that can be done, and even the seemingly small moments matter. “When I walked into the D.C. office, one of the first things that I noticed was that there was art by a D.C. Black artist on the wall. Other people may not have noticed, but it made an impression on me,” said Kamil. “I have felt welcomed and supported by S&C, and this moment underscored that.”

NEARLY
50%
OF THE COMMITTEE—OUR HIGHEST GOVERNING
BODY—ARE BIPOC, LGBTQ+ OR WOMEN

33%
OF THE FIRM'S ASSOCIATES ARE BIPOC OR LGBTQ+

OUR MOST RECENTLY ELECTED FIVE MEMBER PARTNER CLASS
INCLUDES TWO WOMEN, ONE PERSON OF COLOR
AND ONE LGBTQ+ LAWYER

44% OF THE CLASS OF 2022
ARE WOMEN

41%
OF THE CLASS OF 2022 ARE BIPOC OR LGBTQ+

47%
OF THE SUMMER ASSOCIATE
CLASS OF 2022 ARE WOMEN

42%
OF THE SUMMER ASSOCIATE
CLASS OF 2022 ARE BIPOC
OR LGBTQ+

MORE THAN
90%
OF OUR LAWYERS FALL WITHIN OUR LITIGATION AND
GENERAL PRACTICE GROUPS, WHICH ARE LED AND CO-LED,
RESPECTIVELY, BY WOMEN PARTNERS

OUR LAWYERS SPEAK
47  **LANGUAGES**

192 
LAW SCHOOLS REPRESENTED

100+
INFORMATIONAL PANELS,
COFFEE CHATS AND RECEPTIONS WITH
LAW SCHOOL AFFINITY GROUPS
SINCE 2010, THE NUMBER OF BIPOC
LAWYERS HAS INCREASED BY

56%

SINCE 2010, THE NUMBER
OF LGBTQ+ LAWYERS HAS
INCREASED BY

136%

OF THE
83
PARTNERS ELECTED TO THE
PARTNERSHIP SINCE 2010,
45%
ARE BIPOC, LGBTQ+
OR WOMEN

THE SULLIVAN & CROMWELL
FOUNDATION HAS RAISED
MORE THAN \$1.2 MILLION FOR U.S.
CIVIL RIGHTS AND LEGAL DEFENSE
ORGANIZATIONS PROMOTING
SOCIAL JUSTICE AND EQUALITY

Building Diverse Legal Teams

S&C takes a multi-pronged approach to lawyer development, training associates to be problem solvers, crisis managers and business-minded thought leaders who work effectively across a range of practice areas. One of the ways S&C fosters that development is through a formal work assignment system that ensures associates are exposed to a customized mix of substantive assignments that allow them to develop as high-performing lawyers and to meet key development milestones.

Amanda Davidoff, Managing Partner of the Washington, D.C. office, Co-Deputy Managing Partner and former Associate Development Partner (“ADP”) of the Litigation Group, explains why DEI is essential to staffing: “It’s critical that we make sure that the BIPOC, LGBTQ+ and women associates we recruit get myriad development opportunities so they can grow as leaders and trusted advisors to our clients. The assignment system is the cornerstone of that process.”

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—Amanda Davidoff, Managing Partner of the Washington, D.C. office, Litigation Group Co-Deputy Managing Partner and former Associate Development Partner

ADPs proactively offer associates the opportunity to work with a variety of lawyers who think, act and approach problems differently. They staff matters with a low ratio of associates to partners, enabling associates to receive hands-on, partner-level engagement and meaningful opportunities to connect with other mentors and clients at an early stage of their careers.

Stephen Salley, Partner and ADP to the General Practice Group’s junior associate classes, emphasizes the importance of building diverse teams: “We know that people with diverse backgrounds and experiences—both personal and professional—approach problems or questions in a novel way,” he says. “We consciously create teams of people who can bring different lenses to the challenges that our clients face, not only to be better advisors, but also to give our clients the best we have to offer.”

Fostering a Community of Allyship

To ensure the Firm is fostering an environment that enables all individuals to thrive, in 2020, the Firm’s Diversity Management Department (“DMD”) developed and launched a multi-faceted Allyship Learning Curriculum for the entire S&C community in our 13 offices worldwide. The curriculum consists of educational resources, panel discussions and consultant-led workshops. It serves to expand our people’s foundational understanding of the themes and language of allyship, in addition to providing concrete ways in which people can transition from bystanders to allies. The Firm’s Senior Chair, Joe Shenker, sees the allyship training as “a continuous call to action for the S&C community to reflect on the importance of accountability and to pursue activities aimed at effecting positive societal change.” For its holistic approach in executing its DEI strategy, including its commitment to interactive allyship training, our DMD team received a Diversity Team Award from *Profiles in Diversity Journal* in 2021.

In 2021, we expanded upon our mandatory, Firm-wide DEI training by partnering with Kenji Yoshino—the Chief Justice Earl Warren Professor of Constitutional Law at NYU School of Law and the Faculty Director of the NYU Center for Diversity, Inclusion, and Belonging—to offer a training called “Becoming an Ally to All: Building Solidarity in the Legal Profession.” Professor Yoshino’s session focused on how to have compassionate and healthy conversations on diversity-related issues, such as gender, race and identity, by utilizing the empathy triangle, a tool Professor Yoshino developed to help allies engage in productive action. Following the training, attendees engaged in small group discussions to review and analyze various hypothetical workplace scenarios through the lens of allyship. “Professor Yoshino provided a nuanced, deep dive into the gray areas of allyship,” said one participant. “His friendly coaching style empowered us to empathetically navigate the complexities of these topics together.”

FROM SCHOLAR TO PRACTITIONER

Closing the Skills Gap
with PracticePro

“The reason I’m here is because someone paid it forward to me, so any chance I can get to provide guidance and resources to other people of color on how to get here is incredibly meaningful to me.”

— Nick Kinslow, General Practice Associate

Pipeline programs help to empower diverse legal talent during every stage of their legal career.

Part of our commitment to DEI includes investing in early professional development opportunities through pipeline programs such as PracticePro, an educational technology company that connects law school to everyday practice through various initiatives.

Since 2014, PracticePro’s 1L Diversity Scholar Program has enabled first-year law students from historically underrepresented backgrounds to receive substantive training in the soft and technical skills that will allow them to excel as summer associates and, eventually, as full-time lawyers. Scholars gain access to conferences, exclusive recruiting events, career coaching and continued training and mentorship opportunities even after they have completed the program and entered the workforce.

Nick Kinslow, an associate in the Firm’s General Practice Group, completed the PracticePro Scholar Program in 2021. He found out about the program through a mentor in law school, and his experience with the program led him to encourage S&C to partner with the organization. “The reason I’m here is because someone paid it forward to me, so any chance I can get to provide guidance and resources to other people of color on how to get here is incredibly meaningful to me,” he shares, adding that “the Firm never hesitated to pursue programs, like PracticePro, that bridge the gap for people of color.”

Niki Khoshzamid, PracticePro’s founder, echoes Nick’s sentiment: “I strongly believe that the largest impact will come from empowering diverse law students with the knowledge, support and role models they need to flourish in the profession.”

Mehdi Ansari, a partner in the Firm’s General Practice Group and a member of the Firm’s Diversity Committee, adds: “Diversity has been a high-priority objective of the Firm and many of our clients for a long time, and it is more critical now than ever. We believe diverse lawyers enrich the Firm in many ways, substantively, culturally and otherwise.” As part of our commitment to pipeline programs, Diversity Committee Co-Chair Tracy Richelle High joined the PracticePro Advisory Board.

ASSOCIATE SPOTLIGHT

Yael Tzipori, “Best LGBTQ+ Lawyers Under 40”

Yael Tzipori, Co-Chair of the Firm’s LGBTQ+ Network and General Practice associate, was named “Best LGBTQ+ Lawyers Under 40” by the *National LGBTQ+ Bar Association* in 2022. Yael was honored for her work within the network and her resilient advocacy for the community through her participation in the Firm’s Allyship Learning Curriculum.

“As part of a community that is not readily identifiable in a business environment, I make every effort to live authentically and be loud about my willingness to talk to newer members of my Firm’s LGBTQ+ community about anything and everything they want to talk about,” says Yael. “Members of our community exist on an incredibly broad spectrum and there is no ‘right’ or ‘typical’ way to be an LGBTQ+ person, so I think anyone faced with uncertainty needs access to as many examples as possible of whom an LGBTQ+ person can be.”

As part of her co-chair role, Yael provides valued input and feedback on the DEI-related events, programming and trainings the Firm offers and continues to create inclusive spaces for all. “I stay meaningfully involved in the Firm’s engagement with the LGBTQ+ community, including representing LGBTQ+ pro bono clients, acting as a mentor to incoming LGBTQ+ summer and junior associates, and moderating or participating on panels and in other events both within and outside of the Firm,” says Yael.

Yael has also participated in and led several Firm-wide programs that furthered the Firm’s broader DEI and allyship efforts and conversations. Last year, she co-presented on microaggressions

and microinterventions with other associates, partners and senior staff. She also moderated Firm-wide fireside chats on the history of LGBTQ+ rights, and mental health and wellness.

Yael has also been very active in the Firm’s endeavors to recruit LGBTQ+ law students, attending small dinners for LGBTQ+ first-year law students and participating in panels and other substantive programming sponsored by LGBTQ+ student networks. Yael and her LGBTQ+ Network Co-Chairs meet regularly with the Firm’s Recruiting team to discuss campus outreach and to review law school affinity group sponsorship opportunities.

Yael’s dedication and support of the community have not gone unnoticed. “As a member of the Firm’s Management Committee, I see firsthand Yael’s contributions to our diversity, equity and inclusion initiatives. This includes all of the work, time and energy Yael put into leading the LGBTQ+ Network at a time of immense disruption due to the COVID-19 pandemic,” says S&C Partner Mitch Eitel.

“The LGBTQ+ community has come so far in terms of civil rights advances in the past 15 years,” added Yael, “but whenever there is great progress, there is inevitable backlash. Members of the community who have ‘made it’ need to look around for ways to bring others up with them.” As a recognized leader in the LGBTQ+ legal community, Yael demonstrates that associates should feel confident bringing their authentic selves to work and that doing so helps create inclusive spaces for all.



“I stay meaningfully involved in the Firm’s engagement with the LGBTQ+ community, including representing LGBTQ+ pro bono clients, acting as a mentor to incoming LGBTQ+ summer and junior associates, and moderating or participating on panels and in other events both within and outside of the Firm.”

—Yael Tzipori, LGBTQ+ Network Co-Chair

PRO BONO

Supporting Communities Through Pro Bono

At S&C, lawyers are encouraged to bring their interests in issues that are important to them to bear on pursuit of pro bono opportunities. “I’ve found pro bono work to be most meaningful when you have an interest or personal connection to the issues you’re facing in advocating for your pro bono clients,” says Werner Federico Ahlers, Partner and Diversity Committee Co-Chair. “At the same time, pro bono work can also introduce people to a broader range of social justice or other initiatives that they might never have been exposed to otherwise. You may find yourself personally invested in new territory.” In recent years, S&C’s pro bono teams have helped their clients win significant, groundbreaking rulings.

Partnering with Immigration Equality, the nation’s leading LGBTQ+ immigrant rights organization, S&C helped the Dvash-Banks family file and win a lawsuit pursuing recognition of U.S. citizenship for one of their twin sons born abroad by surrogacy. In May 2021, the U.S. State Department ended the policy that denied citizenship to children of same-sex couples.

In other landmark cases, S&C helped two survivors of domestic violence receive reduced sentences under New York’s Domestic Violence Survivors Justice Act (“DVSJA”). Pro bono teams on both cases obtained rulings that will favorably impact how courts apply the DVSJA in future cases involving survivors of domestic violence. S&C helped Tanisha Davis become one of the first women released from prison under the DVSJA in March 2021, while Nicole Addimando’s sentence was materially reduced in July 2021.

In a November 2021 ruling, the U.S. District Court for the Southern District of Florida issued a ruling to enforce COVID-19 protections for over 3,500 individuals incarcerated in the Broward County jail system. The ruling was the result of a lawsuit filed by S&C in June 2020 in collaboration with the National ACLU, ACLU of Florida and Disabilities Rights Florida against the Broward County Sheriff’s Office. The lawsuit contended that the Sheriff’s Office failed to adequately protect incarcerated individuals from the spread of COVID-19 in the county’s four jails.

For this work and others, S&C was recently recognized by *Financial Times*’ “Innovation in Social Justice” award, named one of *Reuters*’ “Pro Bono Heroes,” and honored with Sanctuary for Families’ “Above & Beyond Pro Bono Achievement” award.

“Really, I think what you’re seeing here is the product of very talented lawyers who have been given a way to support causes they are personally dedicated to and passionate about,” says Werner.

“I’ve found pro bono work to be most meaningful when you have an interest or personal connection to the issues you’re facing in advocating for your pro bono clients. At the same time, pro bono work can also introduce people to a broader range of social justice or other initiatives that they might never have been exposed to otherwise.”

—Werner Federico Ahlers, General Practice Partner and Diversity Committee Co-Chair



The Power of Inclusion and Advocacy



“As an active member of the WIC, I help plan and participate in many fantastic programs and have developed meaningful mentorship relationships and friendships along the way.”

— Lauren Boehmke,
General Practice Partner

Newly-elected partners Lauren Boehmke, Ken Li and Jameson Lloyd have each been actively involved in S&C’s affinity networks and Women’s Initiative Committee (“WIC”). Here, they share how these communities influenced their paths to partnership.

A partner in the Firm’s General Practice Group, Lauren advises clients on a broad range of corporate and transactional matters, including public and private M&A, corporate governance, activism and takeover defense, and other public company advisory matters. In 2021, she was honored as the inaugural recipient of the Alexandra D. Korry Award, given to a member of the S&C community who has demonstrated commitment and leadership to the advancement of women in the legal profession. Reflecting on her WIC experience, she says:

“The WIC’s mission is to help ensure that women lawyers thrive at S&C through a combination of professional development, networking and mentorship opportunities, as well as creating a general outlet for women across the Firm to make lasting connections and discuss topical issues facing women in the legal profession. As an active member of the WIC, I help plan and participate in many fantastic programs and have developed meaningful mentorship relationships and friendships along the way.”

Ken is a partner in S&C’s Financial Services Group and advises U.S. and non-U.S. financial institutions on a range of transactional and regulatory matters. As an associate, Ken was also a co-chair of the Asian Associates Network (“AAN”), which provides lawyers a forum to network with and mentor other Asian attorneys; promote and participate in the recruitment of Asian law students; and organize professional development, networking and educational activities. He discusses how the network has impacted his career thus far:



“Serving as co-chair of AAN and participating in AAN’s informal and formal mentorship program has been the bedrock of my experience at S&C. I’ve found it to be essential to a rewarding career to help others find their voices in the workplace. The fact that AAN has given me the opportunity to do so is due entirely to the strength of our community, the generosity of our members and the Firm’s commitment to DEI.”

Jameson is a partner in the Firm’s Tax Group. His practice focuses on tax aspects of public and private mergers, acquisitions, spin-offs and

“At S&C I’ve been pleased to discover just how directly my experience as a tax lawyer can be applied to pro bono work for organizations who often have their own bespoke tax needs.”

— Jameson Lloyd, Tax Partner

“Serving as co-chair of AAN and participating in AAN’s informal and formal mentorship program has been the bedrock of my experience at S&C.”

— Ken Li, General Practice Partner

other restructurings, fund formations, real estate acquisitions, securities offerings and corporate financings. Jameson’s pro bono work has focused on tax-related projects with LGBTQ+ nonprofit organizations, including those supporting LGBTQ+ elders who frequently face unique challenges in meeting their caregiving needs. In discussing the lessons he’s learned supporting these organizations he highlights:

“While the LGBTQ+ community has made significant strides in legal rights, members of the community often have challenges accessing necessary legal services. At S&C I’ve been pleased to discover just how directly my experience as a tax lawyer can be applied to pro bono work for organizations who often have their own bespoke tax needs.”



S&C CELEBRATES DIVERSITY

Judge Ketanji Brown Jackson Makes History



“Representation matters, not because we say it does, but because we actually see the principle brought to life.”

— Tracy Richelle High, Litigation Partner and Diversity Committee Co-Chair

In April 2022, Judge Ketanji Brown Jackson was the first Black woman to receive Senate confirmation of her nomination to the U.S. Supreme Court. Judge Jackson was sworn in to become the first Black woman who will sit on the Court. Just before her confirmation, the S&C community joined in conversation with Brandi Colander and Kim Tignor, two of the co-founders of *She Will Rise*, an organization working toward greater equality in America by ensuring diverse representation in the judiciary.

Tracy Richelle High, Litigation Partner and Co-Chair of the Diversity Committee, kicked off the discussion with a poignant lesson from the phrase: “the proof of the pudding is in the eating.” Tracy said, “Representation matters, not because we say it does, but because we actually see the principle brought to life. I can read the recipe card for the pudding, but if I want to know whether the ingredients are in there, I’ve got to eat it. The ability to see someone who looks like

you have the chance to sit on the highest court in the land is proof that our founding principles can be put into action.”

Following Tracy’s remarks, partners Davis Wang and Judd Littleton—both former Supreme Court clerks—led a Q&A with Brandi and Kim, which covered the founding and advocacy work of *She Will Rise*, the importance of diversity on the Court, thoughts on the confirmation hearings and how progress for diversity on the Court might look going forward.

We design our programming to provide a platform for timely and impactful discussions concerning events that are relevant to the entire S&C community. One attendee shared, “It was great to pause for a moment and revel in the significance of this time, and to appreciate all of the people (seen and unseen) who are working tirelessly to ensure that this milestone does in fact come to pass.”

Message from S&C’s Co-Chairs



With over 100 years of sustained excellence, Sullivan & Cromwell has established itself among the world’s preeminent law firms, known for exceptional lawyers, innovation, and a commitment to our clients, each other and our communities. The Firm thrives on being able to regenerate itself as each generation of lawyers trains the next. Our tradition of mentorship and collaboration includes maintaining an inclusive environment where our lawyers can flourish and provide the highest level of client service.

We are deeply invested in cultivating and mentoring the next generation of BIPOC, LGBTQ+ and women lawyers. In our continued pursuit of excellence, we constantly evaluate how to enhance our initiatives. For example, to boost representation of historically underrepresented

lawyers in law firm leadership, last year, we signed on to Diversity Lab’s Mansfield Rule. Recent years have introduced unprecedented challenges. We are proud and humbled by how our lawyers and staff have come together, exemplifying S&C’s culture of community, collaboration and agility. We will continue to bring the same unifying spirit to celebrating our differences knowing that we all benefit from a diverse and inclusive work environment.

Robert J. Giuffra Jr. and Scott D. Miller,
Co-Chairs

We look forward to meeting you!



Cesar Chavez, K. Isabella Coker and Kyra E. Laursen

If you have any questions about S&C's DEI initiatives and programs, we invite you to reach out to S&C's Diversity Management Department at dmd@sullcrom.com. We'd love to hear from you!

Diversity
Committee
Members



Nikolaos G. Andronikos
General Practice Partner
London office



Mehdi Ansari
General Practice Partner
New York office



Gulliver Brady
Litigation Associate
New York office



Matthew J. Brennan
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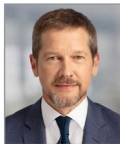
Bachir P. Karam
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New York office



Terence H. Kim
General Practice Associate
New York office



Ken Li
General Practice Partner
New York office



Christopher L. Mann
General Practice Partner
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