



Simpson Thacher is firmly committed to the advancement of our women attorneys. Our Women's Initiative is based on the understanding that gender equity is a broad-based goal involving issues of recruiting, training and mentoring, work-life balance, promotion to partnership, and leadership within the Firm and in the legal community. The Co-Chairs of our Women's Committee, Maripat Alpuche and Lori Lesser lead these efforts. A Women's Advisory Council composed of associates and counsel provides valuable input to the Women's Committee.

OUR WOMEN PARTNERS

- Simpson Thacher elected its first woman partner in 1970.
- 33% of the associates elected to the partnership in the last three years were women.
- Our 39 women partners practice in the Corporate, Litigation, Tax, Executive Compensation and Employee Benefits, Personal Planning and Exempt Organizations departments.
- Two women partners are department chairs and one is a practice group head.
- Three of our women partners serve on the Firm's Executive Committee, one of whom is Co-Administrative Partner of the Firm.

RECOGNITIONS

- In June 2011, Simpson Thacher received the Women in Law Empowerment Forum's new Gold Standard Certification for firms that have "integrated women into the highest leadership positions in the firm."
- Simpson Thacher was named a Best Law Firm for Women by Working Mother Magazine/Flex-Time Lawyers LLC in 2009.
- Corporate partner Marissa C. Wesely received the New York City Bar Association's Diversity Champion Award in 2010 and the New York State Bar Association's Kay Crawford Murray Award in 2009 in recognition of her efforts to mentor women and promote diversity in the legal profession.

AFFINITY GROUPS

- The Firm holds quarterly Women's Lunches for women attorneys in the New York office.
- Lunches for associates and counsel who are parents, women of color and for those who work flexible work arrangements provide informal opportunities to discuss issues of common interest.

RECENT EVENTS

Examples of events sponsored by our Women's Initiative include:

- A cocktail reception and a dinner for women associates and summer associates in the New York office hosted by the Firm's women partners.
- A Quarterly Women's Lunch featuring Simpson alumna Nina Sankovitch, author of *Tolstoy and the Purple Chair*.
- A Quarterly Women's Lunch featuring a panel of Simpson alumnae who work in-house.
- A "Women in Non-Profit Board Leadership" Breakfast at the Metropolitan Museum of Art co-sponsored by Accenture.



PRO BONO

Simpson Thacher devoted over 65,000 hours to *pro bono* work in 2010.

- In 2010, Simpson Thacher attorneys from every U.S. office represented 37 low-income women who were the victims of domestic and gender-based violence and trafficking, protecting their rights to live safely and free from physical and emotional abuse. Through our partnerships with inMotion, Sanctuary for Families, African Services Committee, Community Legal Services of East Palo Alto, Public Council, and other legal services providers, the Firm is regularly referred clients who have been victims of domestic and gender-based violence with immigration, family law, and other legal issues.
- In 2010, the Firm's lawyers assisted 40 women-owned businesses through our weekly micro entrepreneur clinic in partnership with the New York City Business Solutions Center.
- In 2010, Simpson Thacher attorneys represented 8 nonprofit organizations and NGO's whose missions include the protection of women and gender-related rights with transactional and corporate governance issues.
- The Firm is co-counsel with the Center for Reproductive Rights in several challenges to laws that regulate abortion in Arizona and Oklahoma.
- In 2011, the Firm authored an amicus to the 4th Circuit in defense of Baltimore's crisis pregnancy center (CPC) ordinance, which protects women from deceptive advertising and ensures that women seeking contraception or abortion are able to get those services promptly.
- In partnership with the Center for Reproductive Rights, International Division, Simpson Thacher attorneys authored letters to the United Nations Committee on Economic, Social and Cultural Rights in connection with state failure to implement international human rights standards with respect to reproductive health issues in Moldova and in Russia.

INVOLVEMENT IN NON-PROFIT AND BAR ORGANIZATIONS

Simpson women lawyers currently hold the following positions:

- Chair, Executive Committee, New York City Bar Association
- Co-Founders and Members, Steering Committee of the Kate Stoneman Project, a group founded by women partners from 10 leading firms in Manhattan to provide a forum for discussion of issues relating to women in the legal profession
- Member, Board of Directors, Legal Momentum
- Member, Executive Committee, Lawyers' Committee for Civil Rights Under Law
- Member, Advisory Board, Doctors Without Borders
- Member, Executive Committee, Direct Women
- Member, Board of Directors, Global Fund for Women
- Member, Executive Committee, Robin Hood Foundation
- Member, Associates Committee, Sanctuary for Families
- Secretary, Natural Resources Defense Council
- Members, Executive Committee, Tax and Antitrust Sections, NYS Bar Association
- Member, NYC Bar Committee on Enhancing Diversity in the Legal Profession
- Member, Board of Directors, Muslim Bar Association of New York
- Member, Board of Directors, Brooklyn YMCA
- Member, Junior Council, American Museum of Natural History

AN OPEN INVITATION

Please contact me with any questions you might have.

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