

**SheppardMullin**  
**WOMEN LAWYERS GROUP**  
New Horizons



# What it Means to be a Woman Lawyer at Sheppard Mullin

Sheppard Mullin is committed to the advancement and retention of our women attorneys and strives to create an environment in which all of our women attorneys grow professionally, develop successful legal practices, and flourish as leaders both within our firm and in our communities.

What follows is a representative sample of our women attorneys from 5 of our 10 domestic offices.



## Rena Andoh

New York

**Date Joined the Firm:** 2012

**Practice Group:** Business Trial

### The Sheppard Mullin Advantage:

I joined Sheppard Mullin as an associate in 2012 and made partner in 2016. I was our firm's 2015 Fellow for the Leadership Council on Legal Diversity, served for 3.5 years as a co-chair of the Diversity and Inclusion Network (the affinity group for attorneys of color at the firm), and am currently serving as vice-chair of a data-driven initiative focused on the recruitment, promotion and retention of attorneys of color and LGBTQ attorneys at the firm. In my time here, I have found that Sheppard Mullin is unique in its commitment to the development and advancement of its attorneys. The resources that are directed to diversity at this firm are truly impressive, as is the commitment of the leadership here. I am proud to be a part of the firm's diversity efforts, and excited to see the impact of the many initiatives and programs we have been instituting.



## Tracey Kennedy

Los Angeles

**Date Joined the Firm:** 1994

**Practice Group:** Labor and Employment

### The Sheppard Mullin Advantage:

I started with Sheppard Mullin as a third year associate. Over the next 20 years I was made a non-equity partner, then two years later an equity partner. Over the next few years, as I progressed in my career at Sheppard, I took on the role of partner advisor to associates with the goal of helping them develop and progress toward partnership. As part of being with a large firm I was asked to take on more management responsibilities which included four years on the Compensation Committee and then the Executive Committee for the past three years. My experience at the firm demonstrates the firm's commitment to diversity goals - not just saying the words but putting those words into action.



## Anne Perry

Washington, D.C.

**Date Joined the Firm:** 2003

**Practice Group:** Government Contracts, Investigations & International Trade

### The Sheppard Mullin Advantage:

I joined Sheppard Mullin as a partner from another major law firm in Washington, D.C. I sit on the firm's Executive Committee and previously was co-chair of the firm's Government Contracts practice group. The fact that I have served in these positions illustrates the firm's commitment both to integrate laterals into the fabric of the firm and to have women serve in leadership positions. While we have not yet achieved all of the diversity goals we set for ourselves, I know firm management is sincerely committed to having all of its talented women attorneys serve as leaders and role models.



## Elizabeth Balfour

San Diego (Del Mar)

**Date Joined the Firm:** 2000

**Practice Group:** Business Trial

### The Sheppard Mullin Advantage:

I have benefited enormously from being at a firm that promotes individualism, recognizes hard work, and nurtures women attorneys. I enjoyed chairing the Del Mar Office's Recruiting Committee for 4 years. Now, as chair of the firm's Technology Committee, I serve as a liaison between the IT staff and the attorneys. As an associate, I received the annual Sheppard Mullin Pro Bono Attorney of the Year Award. I believe that having the opportunity to serve in these leadership roles has enriched my experience and contributed to my success.



## Jenny Park Garner

San Francisco

**Date Joined the Firm:** 2001

**Practice Group:** Finance & Bankruptcy

### The Sheppard Mullin Advantage:

I am fortunate to have so many great women role models in our San Francisco office, including our firmwide head of gender initiatives. Since joining the firm, I have been active on the Recruiting Committee and served as co-chair of the San Francisco women lawyers group. In addition, I served as a mentor through the Leadership Council on Legal Diversity. Sheppard Mullin has been very supportive in these endeavors as well as in my practice.



## Whitney Jones Roy

Los Angeles

**Date Joined the Firm:** 2000

**Practice Group:** Business Trial

### The Sheppard Mullin Advantage:

Sheppard Mullin is a wonderful place for women lawyers to grow and flourish. The firm has been incredibly supportive of my career, from my first day as a Summer Associate to today in my role as a busy litigator, Office Managing Partner, and mother of two. I have received valuable mentoring from both men and women in the firm to help me develop as a lawyer and grow my own practice. It is so validating to have had true champions support me over the years. This really is a firm where you can have an exciting and rewarding legal practice while still balancing the demands of family. I am constantly looking for ways to mentor and support other women in the firm to pay it forward. Our Women Lawyers Group also places an emphasis on helping in-house women lawyers grow their careers through training programs that we host.



## Dianne Baquet Smith

Los Angeles

**Date Joined the Firm:** 1991

**Practice Group:** Labor & Employment

### The Sheppard Mullin Advantage:

I have been championing diversity in the legal profession my entire career. I am one of the founders and the current Chair of the firm's Diversity & Inclusion Committee. I am past President of the Black Women Lawyers Foundation, past Vice Chair of the L.A. County Bar Association's Diversity in the Profession Committee, and past co-chair of the ABA's Conference of Minority Partners. I am an active member of the National Bar Association and Black Women Lawyers Association of Los Angeles and a current board member of the California Bar Foundation, where I have the opportunity to help distribute scholarships to diverse law students. The firm's internal initiatives with regard to diversity have gained national recognition, and I was very humbled and honored to receive the firm's inaugural "Diversity and Inclusion Award."

## FAST FACTS ABOUT SHEPPARD MULLIN

- AmLaw 100 firm founded in Los Angeles in 1927
- Approximately 780+ lawyers in 15 offices
- Firm's partners ranked in *Best Lawyers in America*, *Chambers USA*, *Legal 500*, *Super Lawyers*, *Which Lawyer PLC*, etc.
- *American Lawyer* Top Firms for Diversity/2017 Diversity Scorecard – Among the top law firms for diversity in 2017 (#34) and in prior consecutive years.
- Ranked in 2016 as one of the “Best Places to Work” as published in the *Orange County* and *San Diego Business Journals*, the *Chicago Daily Harold Business Ledger* and *Crain's New York Business*

### Industry Teams

- Advertising
- Aerospace & Defense
- Automotive
- Clean Technology
- Communications
- Construction & Infrastructure
- Energy
- Entertainment & Digital Media
- Fashion Apparel & Beauty
- Financial Institutions
- Food & Beverage
- Healthcare
- Hospitality
- Indian Tribes
- Insurance
- Life Sciences/FDA
- Maritime
- Mortgage Banking
- Non-Profit
- Privacy & Cybersecurity
- Private Equity
- Private Wealth Services
- Retail
- Securities Enforcement
- Social Media & Games
- Sports
- Storage
- Technology Transactions

### Practice Areas

- Antitrust and Competition
- Corporate
- Entertainment & Digital Media
- Finance
- Financial Restructuring & Insolvency
- Government Contracts, Investigations & International Trade
- Intellectual Property
- Labor & Employment
- Litigation
- Real Estate, Land Use, Natural Resources & Environment
- Tax, Employee Benefits & Estate Planning

If you would like to learn more about our attorneys and what they are up to, please visit us at [www.sheppardmullin.com/diversity-women.html](http://www.sheppardmullin.com/diversity-women.html)

Beijing | Brussels | Century City | Chicago | London | Los Angeles | New York | Orange County | Palo Alto  
San Diego (Downtown) | San Diego (Del Mar) | San Francisco | Seoul | Shanghai | Washington, D.C.

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