

# Commitment Action Progress

**Social Impact** & Diversity at McAndrews



“You cannot hope to build a better world without improving the individuals. To that end, each of us must work for his own improvement and, at the same time, share a general responsibility for all humanity....”

Marie Curie

## **Commitment. Action. Progress.**

### **Social Impact & Diversity at McAndrews**

McAndrews is a premier, full-service intellectual property and technology law firm focused on the mission of protecting and leveraging our clients' innovations. That mission-driven mindset inspires our firmwide efforts to make a positive and lasting impact in our communities, and it fuels our commitment to diversity, equity, and inclusion.



[mcandrews-ip.com](http://mcandrews-ip.com)





MCANDREWS  
INVOLVED SINCE

1988

WHAT'S NEW

The Timothy J.  
Malloy Memorial  
Scholar  
Sponsorship

# Giving and Doing: An Important Part of Our Heritage

From education and the arts to refugee assistance and legal aid, charitable giving at McAndrews is much more than writing a check. While we're known for our financial support of causes that are important to our attorneys and staff, our people are also willing to roll up their sleeves to help those who need it most. No one exemplified that spirit of giving and doing more than Tim Malloy, a world-renowned IP litigator and founder of our firm, who sadly passed away in September 2019.

Back in 1986, Tim and his wife Patti began a decades-long commitment to LINK Unlimited Scholars, proudly serving as mentors for African American youth who went on to earn college degrees and become successful in a variety of fields such as law, pharmaceutical science, business, and real estate. In 2014, the couple was honored by LINK with the Mentor Merit Award for the advice, encouragement, support, and mentorship they provided during the high school careers of seven scholars over 28 consecutive years of service.

Founded in 1966, LINK is a Chicago-based high school, college, and career success organization that connects high-potential African American youth to academic, cultural, and professional resources that will improve their life's trajectory both in and out of the classroom. LINK's mentors work in partnership with the program to close opportunity gaps by giving scholars the experiences, guidance, and network they need to fulfill their lifelong goals.

In memory of Tim and his 33 years of service to LINK, McAndrews has established the Timothy J. Malloy Memorial Scholar Sponsorship. Beginning in 2020, the firm will cover tuition and program expenses for a high school scholar each academic year. Through McAndrews' support of LINK Unlimited Scholars, we will provide African American students in Chicago access to educational opportunities that increase their economic mobility and stability.

Through this and countless other charitable efforts across the firm, we're honored to carry on Tim's legacy of giving and doing.



These are just a few of the diverse organizations we're proud to support through **charitable giving** and other assistance:

Ashley for the Arts

Chicago Volunteer Legal  
Services

Chinese Mutual Aid Association

Greater Chicago Legal Clinic

Hispanic Lawyers Scholarship  
Fund of Illinois

Lawyers' Assistance Program

LINK Unlimited Scholars

McAndrews has been involved with the Hispanic Lawyers Scholarship Fund of Illinois since 2001. Here, McAndrews attorneys Manuela Cabal and Alex Menchaca honor Elizabeth Flores, the 2019 recipient of the firm's annual scholarship benefitting a Latina/o law student.



# Joining Forces with Community Justice Advocates

Founded in 1981, the Greater Chicago Legal Clinic (GCLC) and its staff are a dedicated team of community justice advocates helping underserved families and individuals navigate the justice system. Recognizing that most working-class families lack sufficient resources to hire a private attorney, GCLC provides a unique sliding-scale fee approach that allows clients to resolve their legal disputes and get back to what matters most to them—regardless of their ability to pay.

Our relationship with GCLC dates back to 2009, when McAndrews Shareholder Sharon Hwang joined the organization’s Board of Directors. She later served for four years as Vice President and assumed her current role as President in 2018.

Beginning in 2019, we expanded our commitment when 21 McAndrews attorneys began providing pro bono legal services through GCLC’s Criminal Records Program. Aimed at removing the burden of a criminal record through either expungement or sealing, the program opens the door for fellow Chicagoans to get a job, obtain a professional license, qualify for a mortgage, or achieve other milestones in life that can be hindered by an arrest or conviction.

Each year, as part of the Criminal Records Program, GCLC and its volunteer attorneys provide substantive assistance to an average of 250 individuals, 80% of whom receive full or partial relief through expungement or sealing. During the first two months of 2020 alone, McAndrews attorneys helped approximately 50 local citizens who otherwise would have been left to fend for themselves in court.

**“The relationship with McAndrews is pretty special. At more than 20 attorneys, the level of participation has been remarkable, and it’s allowed my GCLC colleagues and me to focus our time on other priorities for our clients.”**

Drew Curle, Supervisory Attorney at GCLC



MCANDREWS  
INVOLVED SINCE  
**2009**

ATTORNEYS  
COMMITTED  
**20+**

WHAT’S NEW  
**Pro Bono  
Expungement  
Representation**

When surveyed about the Criminal Records Program, GCLC clients gave our team near 10s across the board, with 10 being the highest possible rating. A full 100% said they would recommend GCLC’s expungement and sealing services to someone else.

Here’s what a few of them had to say about the McAndrews attorneys who represented them:

“Just want to thank you Chicago Legal Clinic. [This] has been hanging over me for 23 years. Now I can move forward.”

“Grateful to you guy[s] for everything.”

“You are doing great. God bless you.”



**“Our attorneys are making a difference in the lives of so many fellow Chicagoans and actively providing access to justice—and, more importantly, hope—to some of the most forgotten and vulnerable individuals in our community. The Criminal Records Program allows our team members to step out of their day-to-day IP practice and get a feel for what it’s like to help individuals in need as they try to make a better life for themselves.”**

Sharon Hwang, Shareholder at McAndrews and President of the GCLC Board of Directors

Our commitment to providing **pro bono legal services** takes many forms. We regularly work with organizations such as:

- Chicago Lawyers’ Committee for Civil Rights
- Chicago Volunteer Legal Services
- Diverse Attorney Pipeline Program
- Greater Chicago Legal Clinic
- Lawyers for the Creative Arts
- National Immigrant Justice Center





“Cristo Rey’s work study program gives students a glimpse at what their lives could be like. It’s a perspective they might not get elsewhere. For some students coming into the Loop from Pilsen, it’s the first time in their lives that they’ve been downtown. **The experience can be powerful and eye-opening.** Our attorneys and staff truly value the fantastic attitudes and the contributions of these students. These are outstanding young adults who are going to do great things.”

Eligio Pimentel, Shareholder at McAndrews



MCANDREWS  
INVOLVED SINCE

2011

STUDENTS SERVED  
BY MCANDREWS

36+

## Opening Eyes and Doors Through Work Study

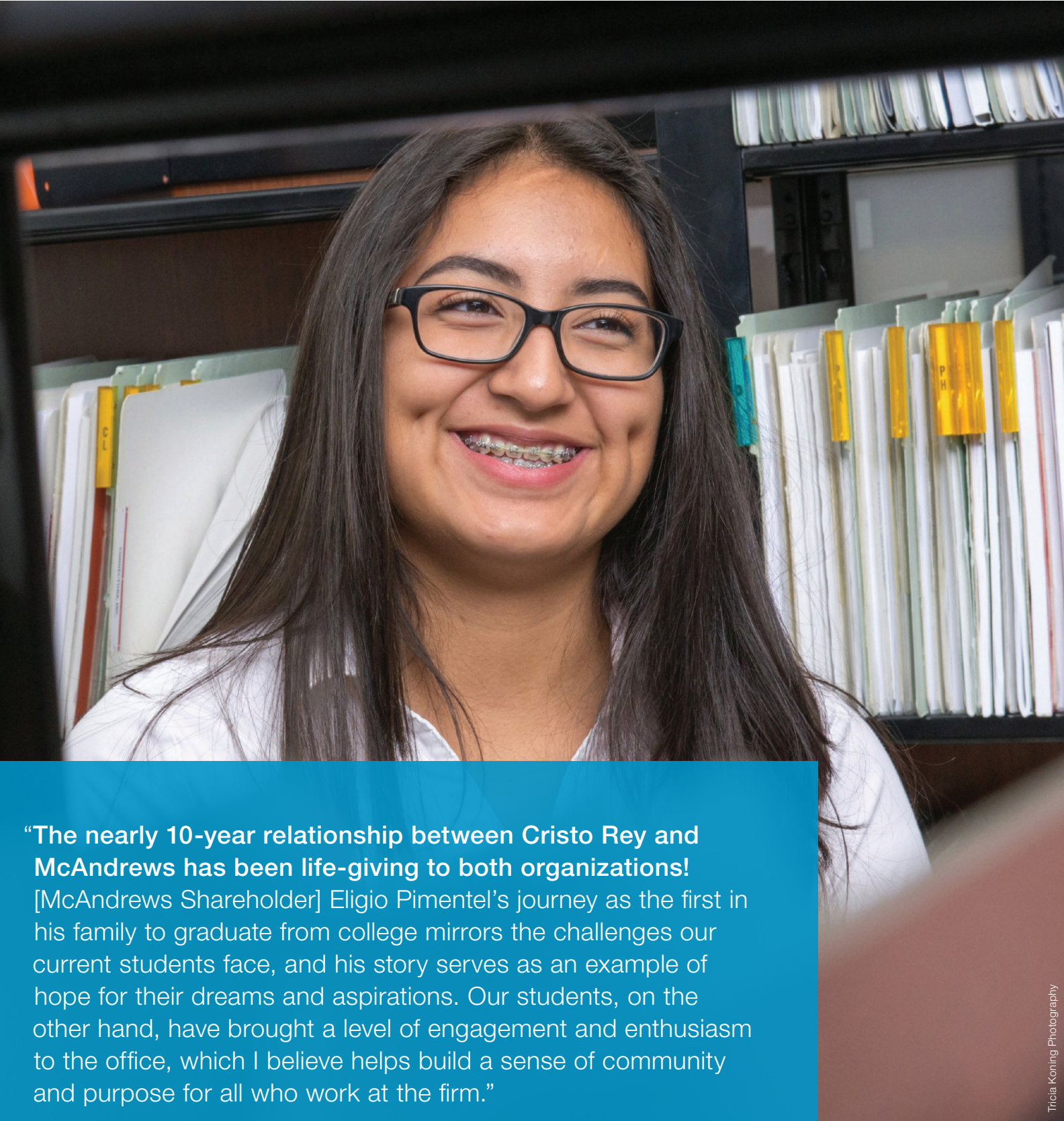
Although most of our community service happens outside our walls, McAndrews has welcomed four students from Cristo Rey Jesuit High School into our offices each year for nearly a decade.

Located in Chicago’s Pilsen neighborhood, Cristo Rey provides a college preparatory education and professional work experience to students from Spanish-speaking families with limited financial means. Through Cristo Rey’s Corporate Work Study Program, diverse businesses throughout Chicago hire the school’s talented students, who serve as reliable and productive employees. Participants in the program earn nearly 70% of their tuition, making the dream of a safe, affordable, quality college-prep education a reality. They also gain valuable work experience and cultivate a strong network of professional relationships that will benefit them for a lifetime.

Shareholder Eligio Pimentel—himself the son of migrant farmworkers and the first in his family to earn a college degree—has been an enthusiastic supporter of Cristo Rey for many years, having served on its Board of Directors and chaired the Jobs Committee.



Community Service



“The nearly 10-year relationship between Cristo Rey and McAndrews has been life-giving to both organizations! [McAndrews Shareholder] Eligio Pimentel’s journey as the first in his family to graduate from college mirrors the challenges our current students face, and his story serves as an example of hope for their dreams and aspirations. Our students, on the other hand, have brought a level of engagement and enthusiasm to the office, which I believe helps build a sense of community and purpose for all who work at the firm.”

Antonio Ortiz, President, Cristo Rey

Tricia Koning Photography

Profiles in Success



**Nancy Salgado-Hurtado** works as a litigation project assistant at McAndrews, while also attending college and taking paralegal courses. During high school, she attended Cristo Rey and spent all four years in the Corporate Work Study Program at McAndrews. Today, Nancy oversees our Cristo Rey students, helping them gain the same real-life work experience and preparation for college that meant so much to her.

“Cristo Rey is an exceptional high school, and I am proud to be a graduate. The school’s staff, faculty, alumni, and students share one goal: to make sure Cristo Rey’s graduates grow into men and women who serve as role models for others.”



**Yuriana Nuñez** is another proud Cristo Rey graduate who worked at McAndrews. After earning her high school diploma, she enrolled at Georgetown University, where she received a bachelor’s degree in sociology and Spanish. Yuriana then returned to Chicago, where she is currently a bilingual ESL teacher at KIPP Chicago Schools, a local network of charter schools that is part of the nationally renowned Knowledge Is Power Program (KIPP).

**“Attending Cristo Rey and being part of the Corporate Work Study Program helped shape and expand my future. As the daughter of immigrant parents, I never imagined working alongside dedicated and skillful attorneys in downtown Chicago. I remember initially feeling like an outsider. There I was, a young Latina from the Lower West Side, working among some of the world’s most respected IP and technology attorneys. Thanks to McAndrews, I received a private education that helped prepare me for my years as a student at Georgetown University. Now as an educator, I understand the importance of mentors and role models who have a shared experience and the tremendously positive effect those relationships have on a student’s education.”**

From education and the arts to small businesses to legal aid organizations and many more, our **community service** efforts touch people and communities throughout Greater Chicago:

- Arab American Complete Count Committee
- Bethel New Life Small Business Development Center
- Boy Scouts of America
- Bottom Line
- Chicago Coalition for the Homeless
- Chicago Humanities Festival
- Chinese Mutual Aid Association
- Cristo Rey Jesuit High School
- Human Resources Development Institute, Inc.
- Illinois State Board of Education
- Lions Clubs International
- Mexican Border Crisis Committee and Detainee Assistance Program
- Moose International
- Middle Eastern Immigrant and Refugee Alliance
- Race Judicata
- Share Our Spare
- Shriners International
- UNO – United Neighborhood Organization
- Watts of Love
- World Relief Chicago
- Young at Heart Senior Pet Adoption



# Voices from the Trenches: Nonprofit Leaders Share Their Perspectives

McAndrews believes that nonprofit organizations focused on legal aid, education, social services, and other important issues are vital to our society. The people behind these causes are tireless in their efforts to meet the needs of underserved communities in and around Chicago. Even in the best of times, they face budget shortfalls, insufficient staffing, and other seemingly insurmountable challenges. Add an unexpected hurdle like the COVID-19 pandemic, and the stakes are even higher.

**Rodolfo Benitez,**  
Executive Director,  
United Neighborhood  
Organization (UNO)



**Antonio Ortiz,**  
President, Cristo Rey  
Jesuit High School



**Morlie Patel,**  
Associate Director,  
Chinese Mutual Aid  
Association (CMAA)

**Adam Salzman,**  
Executive Director,  
Greater Chicago Legal  
Clinic (GCLC)



## What are the biggest challenges facing organizations like yours today?

**Rodolfo Benitez:** Access to funding and limited human resources are UNO’s biggest hurdles, which have been intensified by the COVID-19 pandemic. Like many other nonprofits, we’ve postponed our largest annual fundraising effort, the Carrera de los Muertos/Race of the Dead. We’ve also deferred the launch of a new program for middle school girls in underserved Chicago communities.

**Morlie Patel:** CMAA’s services to low-income immigrants and refugees are crucial as this community is being hit especially hard by the economic downturn caused by the COVID-19 crisis. At the same time, we’re facing unforeseen costs around personal protective equipment (PPE) for our courageous home care aides who continue to assist the elderly and disabled through our Community Care Program. We have also had to move other programs and services onto virtual platforms, while recognizing that many of our clients lack basic digital literacy skills and/or access to technology.

## How important are your relationships with law firms and corporate partners?

**Antonio Ortiz:** Cristo Rey’s corporate partners are vital to the work study experience we provide for our students. Although the program was created as a way to help students earn their high school education, the career exploration, mentorship, and networking they receive have proven to be invaluable in positioning them to be college- and career-ready.

**Adam Salzman:** As a legal aid organization, GCLC’s relationships with law firms are huge and absolutely essential. We rely on them not only for financial and leadership support, but also for strategic guidance and practice advice.

## What can you share about your relationship with McAndrews and our attorneys?

**Rodolfo Benitez:** These relationships are essential to our survival and success. In the case of McAndrews, Alex Menchaca has played a crucial leadership role as a member of our Board of Directors. He also filed the trademark registration for the name of our annual 5K fundraising race and handled two related cancellation proceedings—all pro bono.

**Morlie Patel:** Sharon Hwang brings a calm and responsible presence to CMAA’s Board of Directors, aiding in strategic decision making and fundraising in particular. Her dedication to helping the low-income immigrant community is clear and admirable. We are also grateful that McAndrews recently made a generous gift toward our Annual Dinner fundraiser, which will be held as a virtual event this year.

**Adam Salzman:** McAndrews is one of GCLC’s most impactful law firm partnerships. As a longtime board member and our current President, Sharon Hwang has been there for us at every turn and truly understands the gaps that organizations like us are trying to fill. Also, McAndrews has really opened their doors to us, hosting events like staff retreats and holiday parties. I bet there isn’t a single GCLC team member who hasn’t interacted with McAndrews in a meaningful way.



# Commitment Action Progress

**Diversity** & Social Impact at McAndrews



“Society as a whole benefits immeasurably from a climate in which all persons, regardless of race or gender, may have the opportunity to earn respect, responsibility, advancement, and remuneration based on ability.”

Sandra Day O'Connor

## **Commitment. Action. Progress.**

### **Diversity & Social Impact at McAndrews**

McAndrews is a premier, full-service intellectual property and technology law firm focused on the mission of protecting and leveraging our clients' innovations. That mission-driven mindset fuels our commitment to diversity, equity, and inclusion, and it inspires our firmwide efforts to make a positive and lasting impact in our communities.



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# Diversity is a core value of the firm. Equity is in our DNA. But inclusion is where we really make a difference.

We recognize the importance of having a workforce that reflects diversity in backgrounds, experiences, and perspectives.

We are committed to attracting, developing, and retaining diverse talent, as well as recognizing the value that diversity brings to business results.

We stand firmly against injustice and inequality based on race, gender, age, sexual orientation, religion, or any other characteristics.

“It’s one thing to hire diverse attorneys; however, **I believe the inclusion piece is where McAndrews stands apart.** As a Summer Associate, I received the firm’s first Diversity in Patent Law Fellowship. In 2020, I became the first Black female Shareholder. Through invaluable mentorships and opportunities to move up in the ranks, **McAndrews makes you feel like you’re part of the fabric of the firm**, which in turn makes you want to stay. That’s what inclusion looks like.”

Malaika Tyson, Ph.D., Shareholder at McAndrews

Of our racially/ethnically diverse attorneys:

67%  
HAVE BEEN AT MCANDREWS FOR FIVE YEARS OR LONGER

53%  
HAVE BEEN AT MCANDREWS FOR TEN YEARS OR LONGER

## An Even Playing Field

All attorneys at McAndrews are consistently given equal opportunities to advance in their careers and take on leadership roles within and outside of the firm.

“I have never experienced any distinction among McAndrews attorneys based on ethnicity or race. We all have significant engineering or science backgrounds and understand the tough road we took to first get a technical degree and then a law degree. In addition, **we’re all focused on technology and innovation every day.** That gives us a common purpose and direction, which makes for great collaboration and a close-knit team.”

Alex Menchaca, Shareholder at McAndrews

We’re proud of the diversity we’ve achieved throughout our attorney ranks:

23.3%  
UNDERREPRESENTED MINORITIES\*

17.8%  
BLACK, INDIGENOUS, AND OTHER PEOPLE OF COLOR (BIPOC)

19.2%  
WOMEN

Firm leadership includes diverse attorneys and staff who hold senior-level roles as management and department heads:

21.7%  
UNDERREPRESENTED MINORITIES\*

21.7%  
BLACK, INDIGENOUS, AND OTHER PEOPLE OF COLOR (BIPOC)

26.1%  
WOMEN

Those numbers hold up among our shareholders, many of whom have spent their entire legal careers at McAndrews:

20.5%  
UNDERREPRESENTED MINORITIES\*

18.2%  
BLACK, INDIGENOUS, AND OTHER PEOPLE OF COLOR (BIPOC)

18.2%  
WOMEN

\*Based on the Intel Rule, which defines underrepresented minorities as attorneys whose race is other than full white/Caucasian or who have self-identified as LGBTQ+, disabled, or a veteran



# Women in STEM: The Pipeline Is Mission Critical

## Consider these facts:

While women constitute almost 50% of the labor market, they make up only 28% of workers in STEM fields.

Only one in seven engineers are women.

Minority women—especially African American, Hispanic, and Native American women—are underrepresented in STEM.

Although the number of women who are awarded STEM degrees every year is increasing, the gender gap persists.

McAndrews recognizes that the only way to achieve and maintain diversity is to help ensure that the talent pipeline in STEM fields is filled with more women and underrepresented minorities. Only then will larger numbers of diverse scientists, engineers, and other technology-focused college graduates make their way to law school and a career in IP law.

No one understands the importance of the STEM pipeline more than the women at McAndrews, who are hard at work being change agents outside the office:

**Sarah Biggs** serves as President of the Chicago Intellectual Property Alliance (CIPA) and co-chairs its Science Fair Committee. For nearly 20 years, CIPA has sponsored the “Most Innovative Project” award at the annual Chicago Public Schools Science Fair. CIPA also regularly partners with Girls 4 Science and presents to students regarding careers in IP and the relationship between IP and science/technology. Additionally, Sarah and others have welcomed middle and high school students into our offices so they can see firsthand what a career in IP law looks like.

**Sharon Hwang** serves on the Alumni Board (currently as President-Elect) of the Department of Electrical & Computer Engineering at the University of Illinois. When Sharon was first invited to join the Alumni Board, she was shocked to learn that the number of women enrolled in the engineering program hadn’t really changed in three decades. In an effort to improve those numbers, she and her fellow Alumni Board members are focused on awarding more scholarships to women and increasing the visibility of women in STEM fields through mentorship and other efforts.

**Debbie Laughton** has served for more than 20 years on the Advisory Board for the Department of Nuclear, Plasma & Radiological Engineering at the University of Illinois, where she joined forces with other alumni to establish a scholarship and a fellowship for the department and has helped fund other initiatives that provide financial support for students pursuing STEM careers. Debbie was also invited to join the Grainger College of Engineering Board of Visitors in 2019, which advises the Dean on strategic, college-wide matters.

“It’s important to be open and generous with your time. Sometimes, all a high school or college student needs is to see a woman succeeding in STEM. That’s why visibility and mentorship can play a huge role.”

Sharon Hwang, Shareholder at McAndrews

# Access to Education: It All Starts Here



“Education is a game changer. It was for me. I look back on the community of family, teachers, and friends who took a keen and active interest in my future, and I want to do what I can to make sure other disadvantaged kids have the same opportunities to succeed.”

Eligio Pimentel, Shareholder at McAndrews

# All-Women Team Carries Case to the Supreme Court

# \$254M

ONE OF THE LARGEST ENHANCED DAMAGE AWARDS IN PATENT HISTORY

What role does education play in closing the achievement gap and creating a path to success for young minority students? Ask Eligio Pimentel and you’ll get an impassioned response. Eligio grew up in California’s Central Valley, the son of Mexican-American migrant farmworkers, and was the first in his family to attend college, earning a B.S. in mechanical engineering from Stanford University and a J.D. with honors from the University of Minnesota Law School. Drawing inspiration from that journey, he has long been an ardent supporter of educational opportunities for economically disadvantaged children. A past member and Vice Chairman of the Illinois State Board of Education, Eligio is also a former member of the Boards of Mary Crane Center and Cristo Rey Jesuit High School.

Eligio continues his longtime focus on education through his involvement with AVID (Advancement Via Individual Determination) and Arts Alliance Illinois. As a member of AVID’s Board of Directors, he supports the organization’s mission to close the

achievement gap by preparing students of all ethnicities for college readiness and success in a global society. Each year, AVID trains 85,000 educators so they can equip minority and socioeconomically disadvantaged students for college, careers, and life. As a member of the Arts Alliance Illinois Board of Directors, he advocates at the intersection of the arts and technology for equitable access to the arts as a catalyst for increasing the role of creativity in STEM education.

McAndrews and our attorneys commit time and financial resources to a number of other education-focused nonprofits, including LINK Unlimited Scholars, Diverse Attorney Pipeline Program, Hispanic Lawyers Scholarship Fund of Illinois, and the Diversity Scholarship Foundation. By supporting these organizations, we hope to not only bring meaningful change to disadvantaged communities but also inspire young people to consider a career in patent and technology law.

In *Stryker Corporation v. Zimmer, Inc.*, McAndrews won a \$254 million judgment for Stryker Corporation in one of the largest enhanced damage awards in patent history.

The long-running patent infringement dispute began in 2010, when Stryker filed suit alleging that Zimmer infringed several patents pertaining to pulsed lavage technology. McAndrews founder Gregory J. Vogler, along with Shareholders Sharon Hwang and Debbie Laughton, prevailed at trial in 2013, with a Michigan jury awarding Stryker lost profits damages of \$70 million, which the district court later trebled. The case made its way to the U.S. Supreme Court after the Federal Circuit Court of Appeals stripped Stryker of its enhanced damages and attorney fee awards.

After Vogler passed away in 2014 during the pendency of the first Federal Circuit appeal, the **all-female appellate team of Hwang, Laughton, and Shareholder Stephanie Samz** crafted a persuasive petition for certiorari and the High Court agreed to hear Stryker’s case as one of only a handful of patent cases ever to reach the Supreme Court. In a landmark and unanimous ruling, the Supreme Court agreed with Stryker and held that the Patent Act gives district courts discretion to award enhanced damages in egregious cases involving culpable behavior. Subsequently, the district court in the Western District of Michigan once again found that Stryker was entitled to treble damages and attorney fees. This time, based on the Supreme Court’s holding, the \$254 million judgment was affirmed by the U.S. Court of Appeals for the Federal Circuit.



# Voices of Diversity



“For women attorneys, having children is often a turning point. They wonder, ‘Will my firm continue to support me, or will I be mommy-tracked?’ **At McAndrews, the great opportunities have always been there—even after I returned from three separate maternity leaves.** In fact, when the firm decided to form an Executive Committee back in 2013, I was elected to the Committee and have served on it ever since.”

Sharon Hwang, Shareholder at McAndrews

## The Chicago Committee on Minorities in Large Law Firms: Quick Facts

Founded: 1987 by 10 minority lawyers to alleviate feelings of isolation at large law firms

Mission: To seek racial and ethnic diversity in the legal profession by collaborating with its membership to drive sustainable institutional change at law firms and in corporate legal departments; provide professional development; and cultivate the community of minority lawyers through programming and leadership opportunities

McAndrews: A member for nearly two decades

Malaika Tyson (pictured): Member of the Governing Board and former Chair of the Associates Committee

Sharon Hwang: Vice Chair of the Governing Board

Amber Carpenter: Member of the Associate Board

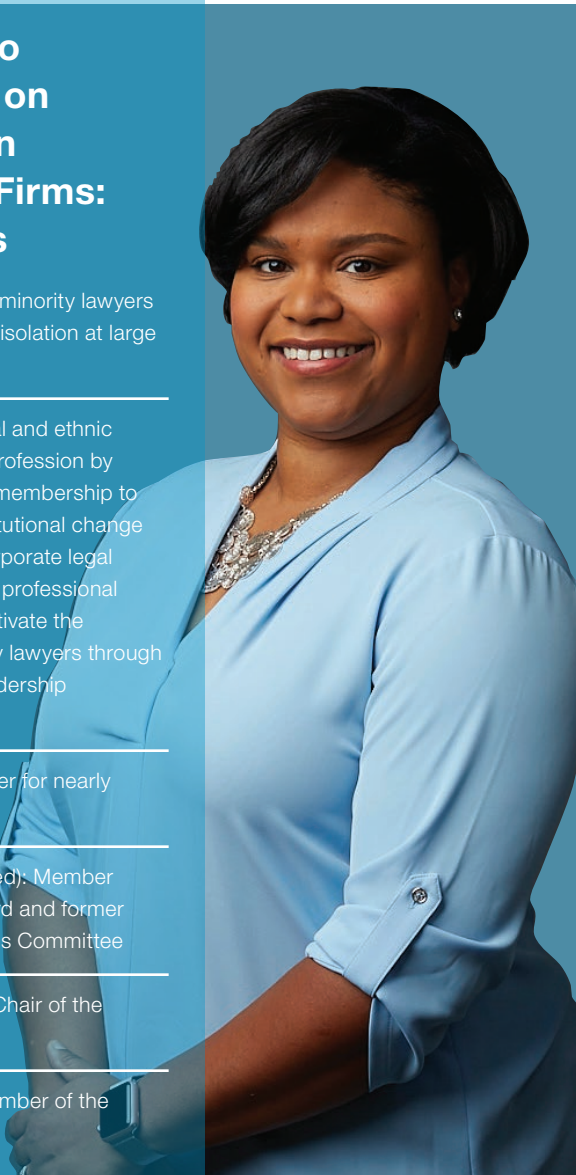


## Diverse Attorney Pipeline Program

Amber Carpenter is an active member of the Associate Board of the Diverse Attorney Pipeline Program. She’s also a proud graduate of the program herself. This nonprofit corporation was formed in 2013 by two Black female attorneys to address the continued and systematic decline of women of color in large law firms and across other coveted positions in the legal profession.

“It has been truly impactful to learn from and work with so many dynamic women at McAndrews. They have PhDs, they are engineers, they are scientists, but most importantly, they are phenomenal attorneys who inspire me every day.”

Amber Carpenter, Associate at McAndrews



## Debbie Laughton exemplifies the important role women play at McAndrews.

She’s a Shareholder who maintains a successful legal practice that encompasses litigation, as well as patent portfolio management and prosecution.

She’s our General Counsel, a role that too few women hold within law firms—even today.

She was part of an all-female team of lawyers (including Sharon Hwang and Stephanie Samz) who represented a McAndrews client in a case that ultimately went before the United States Supreme Court and resulted in an enhanced damages award of \$254 million—one of the largest in patent history.

“Outside my legal practice, I’m actively involved with the Coalition of Women’s Initiatives in Law, a nonprofit membership organization that’s addressing the many issues facing female attorneys in law firms, government agencies, and in-house legal departments. The Coalition provides safe spaces where women can connect, share experiences, and engage with meaningful programing on topics like work/life balance, networking, and career advancement. **I love working at a firm that encourages us to spend time outside the office helping advance the causes of diversity, equity, and inclusion in the legal field.**”

Manuela Cabal, Associate at McAndrews



## Coalition of Women’s Initiatives in Law

Back in 2008, McAndrews was a founding member of the Coalition of Women’s Initiatives in Law. Today, we continue to enthusiastically support the Coalition’s goals to foster career advancement and professional development, to promote dialogue and a support network among members, and to help address the issues facing women lawyers and women’s initiatives. Our attorneys also have played important leadership roles in the organization:

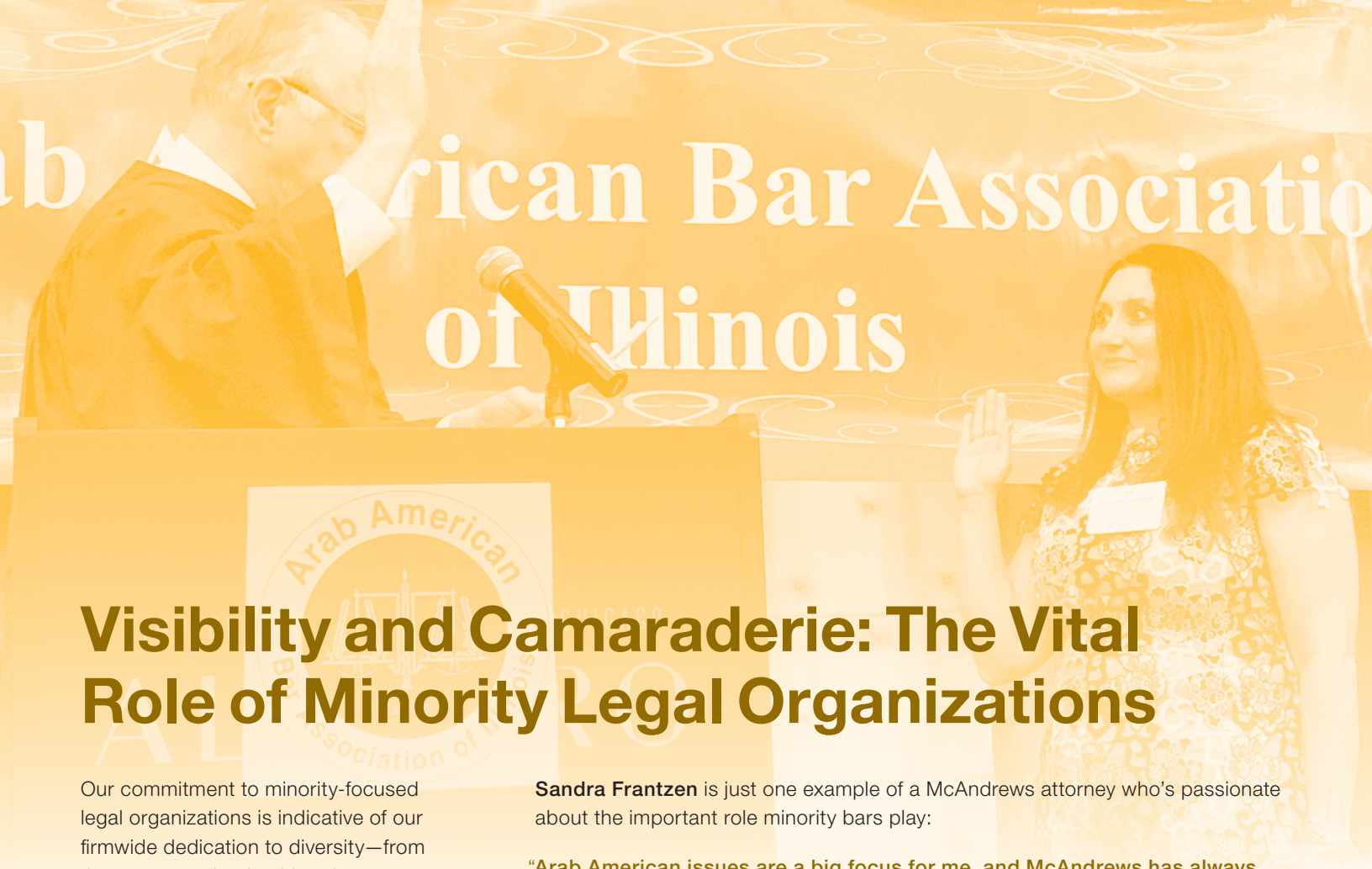
Manuela Cabal (pictured): Co-Chair of the Associates Committee

Malaika Tyson: Member of the National Board; member and Vice President of the Chicago Chapter Board

Sharon Hwang: Member of the Advisory Board and the Coalition’s Founding Board

Debbie Laughton: Member of the Advisory Board





# Visibility and Camaraderie: The Vital Role of Minority Legal Organizations

Our commitment to minority-focused legal organizations is indicative of our firmwide dedication to diversity—from the numerous leadership roles our attorneys hold to the scholarships and sponsorships McAndrews funds every year. We’re proud of our longtime involvement with the Arab American Bar Association, the Asian American Bar Association (AABA), the AABA Law Foundation, the Chicago Committee on Minorities in Large Law Firms, and the Hispanic Lawyers Association, among others. These organizations provide critical visibility for underrepresented minorities and create an invaluable sense of community and camaraderie for diverse attorneys.

**Sandra Frantzen** is just one example of a McAndrews attorney who’s passionate about the important role minority bars play:

**“Arab American issues are a big focus for me, and McAndrews has always been incredibly supportive.** As an immigrant who came to the U.S. as a child at the onset of the Lebanese civil war, I feel so fortunate that my family could start a new life here. That experience plays significantly into who I am today.

**As part of my ongoing effort to pay it forward, I am honored to have been President of the Arab American Bar Association of Illinois and named a founding member of the steering committee for the National Arab American Bar Association.** It’s hard to believe that this important national organization was only created in 2020, underscoring how underrepresented the Arab American community has been in the legal profession.”

**Donna Haddad**, Senior Legal Counsel at IBM and a member of the Board of Directors of the Arab American Bar Association of Illinois, also emphasizes the importance of minority bars and their members:

**“It’s important that Arab Americans see people like us on the bench and elsewhere in the legal profession. During her tenure as President of the Arab American Bar Association of Illinois, Sandra led our efforts to help increase representation in the judiciary through judicial evaluations. Our visibility is also critical for our young minority students, who need mentors and role models as they consider a career in law.**

In addition to providing vital networking opportunities that bring together our Christian and Muslim members to support each other, **we must be ready to serve our larger community in challenging times like the 9/11 terrorist attacks and the Immigration Ban in 2017.** We couldn’t do any of this important work without the support of law firms like McAndrews and dedicated leaders like Sandra.”

Left: As part of her longtime involvement with the Arab American Bar Association of Illinois, Shareholder Sandra Frantzen was sworn in for a two-year term as President in November 2018.

**“McAndrews makes a conscious effort to bring diversity into the decision-making process, and it means a lot to me that I see diversity at every level, from support staff and Associates all the way up to the highest levels of firm leadership. As a veteran whose father immigrated from the Philippines, I think it’s important to make meaningful connections with people who have diverse backgrounds—some of them shared. That could mean meeting other law students with similar ethnicities through the Asian Pacific American Law Students Association, or finding a fellow veteran (Matt Marrone) in the attorney ranks at McAndrews, or working with the Greater Chicago Legal Clinic’s expungement program to help people clear their criminal records and move forward with their lives.”**

Alan Montera, Associate at McAndrews



Through attorney involvement and leadership, event sponsorships, and other types of support, McAndrews is proud to lend a hand to these important organizations in their tireless efforts to promote diversity, equity, and inclusion.

|  |  |
|--|--|
| American Bar Association, Section of Intellectual Property Law, Diversity Action Group | Diversity Scholarship Foundation                         |
| Arab American Bar Association of Illinois  | Equality Illinois  |
| Arab American Complete Count Committee   | Filipino American Lawyers Association of Chicago         |
| Arts Alliance Illinois   | Hispanic Lawyers Association of Illinois                 |
| Asian American Bar Association of Greater Chicago                                      | Hispanic National Bar Association                        |
| Asian American Bar Association Law Foundation  | LINK Unlimited Scholars                                  |
| AVID Center  | Mary Crane Center  |
| Black Women Lawyers’ Association of Greater Chicago, Inc.                              | Minority Corporate Counsel Association                   |
| The Chicago Committee on Minorities in Large Law Firms                                 | National Arab American Bar Association                   |
| Chicago Lawyers’ Committee for Civil Rights  | National Asian Pacific American Bar Association          |
| Chinese American Bar Association   | National Asian Pacific American Law Students Association |
| Coalition of Women’s Initiatives in Law  | National Bar Association, Pipeline/Outreach Committee    |
| Community Renewal Society  | National Black Law Students Association                  |
| Corporate Counsel Women of Color   | National Latina/o Law Student Association                |
| Diverse Attorney Pipeline Program  | North American South Asian Law Students Association      |
|  | Puerto Rican Bar Association                             |
|  | Safe Families for Children and LYDIA Home Association    |





**McAndrews**

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