

Celebrate female legal leaders

# MAKING A DIFFERENCE



**WOMEN  
WHO  
WILL**  
**2022**

**Baker  
McKenzie.**

NEXT  
HUNDRED  
YEARS **100**

**belisk**





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## Methodology

In compiling this report, the teams at Obelisk Support and Next 100 Years invited nominations from senior General Counsel and other leaders in law, as well as including women recognised by the judges of the Next 100 Years Inspirational Women in Law Awards 2022 and doing our own research across published and social media. Space only permits us to shout out 22 brilliant women in this report. We know there are many, many more Women Who Will in our profession, and we hope this prompts greater recognition of all the talented women across the legal industry.



***We cannot claim that our legal system is the best it can be when we know that many talented people from diverse backgrounds are unable to join or reach the heights of the profession.***

**Christina Warner: Barrister at Goldsmith Chambers**







## Introduction

### A letter from Dana Denis-Smith, Founder of the Next 100 Years project and CEO of Obelisk Support.

I am delighted to welcome you to this 2022 edition of our Women Who Will report, an annual celebration of the achievements and potential of women in law. I am privileged to introduce another generation of leaders in the “Class of 2022” of women who are blazing a trail and building on the legacy of many pioneering women before them. Together they are a community of women leaders, committed to supporting each other as well as other women – each of them a strong advocate for a more equitable legal profession for all. This third edition is a special centenary edition as in 2022 the legal profession marks the first 100 years of women being admitted to practice both as barristers and solicitors in England and Wales.

Women continue to make history as they break new ground to rise to leadership positions in larger numbers. We had the historic handover of the Law Society Presidency from one woman to another, from a “first” – I. Stephanie Boyce, the first person of colour – to another “first” – Lubna Shuja, the first practising Muslim. She is the 178th President of the Law Society but only the seventh woman to hold office. Whilst succession from one woman to another is becoming more common – e.g. at Vodafone, a FTSE 100 company, veteran general counsel Rosemary Martin is handing the reins to Maaïke de Bie – women in leadership positions remain few. The Supreme Court is back to just the one woman justice (out of 12 and from a high of 3 in 2019) and no person of colour has ever been appointed to the Court.

The first generation were clear what they wanted. Maud Crofts, who became one of the first four women to pass the Law Society examinations in November 1922 and to qualify, went on to educate women on their legal rights: “We women want not privileges but equality”. A hundred years on, for women equality remains a privilege – the pay gap stubbornly in place, partner numbers edging up ever so slightly, women leaving the workplace under the pressure of huge childcare costs. And, yet, I am heartened to see so many more women demanding the playing field is levelled once and for all – and taking the reins to push for the change they want to see.

**Dana Denis-Smith**  
CEO, Obelisk Support



## Foreword

In 1922 the first woman was admitted as a solicitor in England. Almost 100 years later, women outnumber men practising as solicitors in the world's second largest legal market, making up 53% of practising solicitors and 63% on entry.

Despite this progress at the junior end of the profession, the advancement of women to senior roles is slow coupled with serious attrition later on. For example, women make up only 31% of partners in private practice and increasingly In-House is becoming the favoured choice of many women who feel the flexibility and culture of In-House better suits their ambitions. Further, women are still seriously underrepresented in the High Court and above making up only 30% of appointments<sup>1</sup>.

If the UK is to continue to be a leading, welcoming global centre it must be reflective of the society it serves. We cannot claim that our legal system is the best it can be when we know that many talented people from diverse backgrounds are unable to join or reach the heights of the profession.

There is also a moral and social imperative for the legal sector to uphold the rule of law and to reflect the diverse communities it serves, if we are to maintain the public's confidence and trust in the profession.

I came into the role of President as the 177th, sixth female, first black, the first President of colour of the Law Society in its almost two-hundred-year history. From day one, I set myself to continue the mantra that had got me here: to PUSH – Persevere Until Something Happens. I have tried to put that into everything I have done during my tenure, and have focussed on breaking down barriers, challenging outdated stereotypes and holding doors open for people behind me to follow.

My mission to leave the profession more diverse and inclusive than the one I entered remains, but this has to be a shared ambition with each and every one of us playing our part. We must ensure that anyone with the necessary skills, knowledge and commitment is supported, enabled, and empowered throughout their career, regardless of gender, sexuality, age, disability, ethnicity, or background.

There is plenty for us all to do to continue building a modern, diverse, strong, and inclusive profession, where talent alone is the sole determinant of how successful you can be and where every door is open if you PUSH: you Persevere Until Something Happens.

### I. Stephanie Boyce

Immediate Past President of the Law Society of England and Wales





## Diversity Statistics: A Snapshot

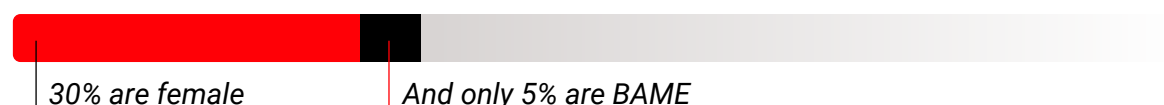
### UK SUPREME COURT:

Only one in 12 Justices are women, and not one is from a BAME background.



Data: The Supreme Court - Biographies of the Justices

### COURT OF APPEAL & HIGH COURT:



Data: Ministry of Justice Report: Diversity of the judiciary: Legal professions, new appointments and current post-holders - 2022 Statistics, published 14 July 2022

### LAW FIRMS:

#### Senior Leadership Positions (Managing Partners; Senior Partners and CEOs)



#### Senior Partners



#### Managing Partners



#### CEOs



In relation to the top 50 UK Law Firms. BAME refers to both men and women in role. Research conducted by Next 100 Years, October 2022.

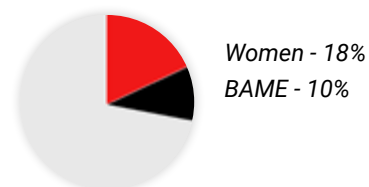
### IN-HOUSE:

#### General Counsel at FTSE 100 Companies



### BAR:

#### % of King's Counsel are



Data: FTSE Women Leaders Review: Achieving Gender Balance, published February 2022 and further desk research conducted by Next 100 Years, October 2022.

## Working amidst the war in Ukraine

### Oleksandra Matviichuk

Human Rights Lawyer, Center for Civil Liberties

Oleksandra is a Ukrainian lawyer who leads the Center for Civil Liberties. The organisation was one of three to share the Nobel Peace Prize 2022, earlier this month.

The Center documents and collects evidence of human rights atrocities in the hope that one day justice will be done against governments who commit crimes against humanity. This takes a lot of courage and risking one's life.

History is full of crimes and horrors - lawyers who have the courage to uphold the rule of law and fight for justice deserve the praise and recognition as it's not something we can take for granted anymore.

"Common people have a much greater impact than they can even imagine... The joint voice of common people in different countries could change world history quicker than UN intervention," Matviichuk said in response to receiving the Nobel Peace prize.

The Center for Civil Liberties was founded in 2007 to promote human rights and democracy in Ukraine. Since the start of Russia's war in February 2022, the Center focused on documenting and raising awareness of war crimes and atrocities committed in Ukraine by Russian forces.





# Women Who Will: IN-HOUSE



## Emma Haywood

*Babylon Health, Associate General Counsel*

Put forward by Sue Khan, General Counsel, UK & Global Privacy Director, Babylon Health

Following 8 years at Slaughter and May, Emma brought her enthusiasm and talent to the Legal team at Babylon Health. After joining, she was promptly promoted to Lead Counsel, and recently again to Associate General Counsel. As an experienced mentor with strong commitments to diversity and inclusion, Emma has mentored close to 20 aspiring and junior lawyers from ethnically diverse and/or socially mobile backgrounds throughout her career. To this day, she continues to speak regularly at events for students and aspiring legal professionals on the importance of authenticity and boldness in overcoming barriers.

It is no surprise to learn that Emma is a valued member of the Babylon team, constantly striving for viable solutions and increased efficiencies in operational

processes. Known as one of Babylon's 'digital accessibility' champions, Emma's work ensures equitable access to innovative healthcare technology for all patients. More recently, she accepted a role as a trustee of a prominent national charity, beginning in 2023.

"Emma is an advocate for new ways of working and continues to be a vocal champion for flexible working in the legal profession. Her monthly newsletter, "The 4 Day Lawyer", shares thoughts and learnings on successfully working a 4-day week in demanding private practice and in-house roles. Emma invites her readers to consider, explore and challenge existing mindsets on issues such as: leadership trust; commitments and passions outside of work; career progression; and productivity."

## Clair Curran

*Reckitt, Senior Patent Attorney*

Put forward by Libby Campetti, Global Legal Director, Reckitt

"Clair deserves recognition for all her outstanding efforts to bring about change in the D&I agenda within the legal and patent arena. Clair is not only a woman who will but a woman who does- who acts and implements rather than talking about the changes required."

As an advocate for Diversity and Inclusion, Clair has volunteered and contributed to the General Counsel forum on Diversity and Inclusion. Notably, she recently co-authored an article on gender neutral

language for the CIPD Patent publication and she has also set up an initiative to help disadvantaged people succeed in entering the workplace by collecting work wardrobes to distribute in the Humberside area, where no such initiatives exist.

Internally, Clair regularly contributes to the D&I committees at Reckitt to ensure that all employee groups are properly represented, with particular focus on raising awareness within the legal team and interactions with external counsel.



## Kirstie Ross

*TSB Bank, Senior Lawyer*

Put forward by Guy Dunlop, General Counsel, TSB Bank

As an imperative member of the TSB team, Kirstie has demonstrated her determination and drive in supporting the business by setting up the CBILS and BBLs financial support schemes during Covid in only a week- a very significant achievement for a mid-tier Bank. Kirstie also voluntarily engages to support TSB Bank's Climate Change initiatives, ensuring compliance with National and International requirements and the Bank's own commitments. An area she is deeply passionate about, Kirstie has significantly contributed to the work that the ESG Team do on climate change. Thanks to her efforts, the overall influence of the legal team has been enhanced within the Bank.

"Kirstie is determinedly focused on achieving great customer outcomes, beyond the strictures of regulation and law."

As an active supporter of the Bank's Women's Network, the work of the Ethnicity Network and an Ally to the LGBTQ+ Network, Kirstie is driving change in the culture of Banks. Notably, Kirstie has achieved all this and more through championing flexible work as a mother of two.

## Dipika Aggarwal

*Spoon Guru, General Counsel*

Celebrated for supporting aspiring lawyers

In the early years of her career, Dipika trained and qualified at Linklaters in 2006 which then led on to her working in-house at PepsiCo for six years. Since then, Dipika has explored career breaks in tandem with working as a freelance legal tutor on the LPC and PGDL at BPP University, returning to the legal industry to find herself more determined than ever.

Dipika has been recognised for her passion in mentoring aspiring lawyers through her work with the Law Society's Diversity Access Scheme, helping to address key barriers in the law profession faced by those from less advantaged backgrounds. Notably, Dipika also sits as a committee member of the Association of Asian Women Lawyers, working to promote equality and diversity in the legal profession.

## Merley Okine

*Ebiquity, Group General Counsel*

Celebrated for her creative approach to challenges faced by lean in-house teams

With 20 years of broad legal experience supporting and advising global organisations mainly in the FMCG, and Pharma sectors, senior commercial and corporate lawyer, Merley, embodies what it is to be a woman in law. Before moving in-house, Merley gained experience at City law firms advising in corporate insolvency and restructuring situations. Since then, she has discovered her passion in legal technology and operations and exploring innovative and creative solutions to meet the challenges faced by lean in-house teams.

More recently, Merley has celebrated becoming General Counsel at Ebiquity, the world leader in media analysis. Currently, she leads Ebiquity's lean London-based legal team that advises its rapidly growing global business on corporate, commercial and compliance issues.

## Margot Day

*Arup, Group General Counsel*

Celebrated for her work in engineering

Margot is a qualified solicitor, bringing a wealth of experience working in the built environment over two decades. Before joining Arup, Margot held positions as Buro Happold's Global Director of Risk, Commercial & Legal, UK General Counsel for Arcadis and UK Legal Counsel and Company Secretary for Hyder Consulting.

"Margot's areas of deep expertise include construction and engineering law, dispute resolution, risk management, contract negotiation, strategic advice and addressing the changes needed for Construction 4.0."

Margot is the current Chair of the Legal and Commercial Group at The Association for Consulting and Engineering (ACE), which addresses legal and risk issues of concern to the entire industry. She has recently had the pleasure of contributing to the Construction Playbook as well as the Future of Consultancy Programme. Equally, Margot has also provided advice via the Construction Leadership Council on key contractual issues and matters related to professional indemnity insurance.



## Holly Moore

### ITV, Legal Advisor

Celebrated for being the first UK in-house solicitor to qualify via the apprenticeship route

Holly began her journey into the legal industry back in 2016 when she was recruited as the first in-house solicitor apprentice at ITV. She has grown from strength to strength throughout the six-year scheme, graduating within the first cohort of Solicitor Apprentices to qualify as solicitors and through the new SQE route, with a first-class law degree.

Holly is a keen advocate for social mobility, and alternative pathways to qualification within the legal profession. Her blog

'thatlawblog' provides advice to aspiring solicitors and she works with firms to set up their own Solicitor Apprenticeship schemes using her personal experience.

Coming from a non-traditional background and being a state school educated first-generation university student, Holly is hopeful to see the popularity of apprenticeships increase, leading to a more diverse, representative, and inclusive legal industry for all.

## Rachel Ford

### Gatwick Airport, General Counsel & Company Secretary

Celebrated for leadership at the second largest airport in the UK

Before her recent succession of Robert Herga at Gatwick Airport, Rachel held the role of Chief of Staff and Group Legal Director at Capita for more than three years. It all started in Australia for Rachel training at Blake Dawson (now Ashurst) then spending a year as an associate at Linklaters in London, before heading back to Australia to spend two years as legal

counsel for investment management company, QIC, in Brisbane. Rachel went on to spend a decade at Thomson Reuters as the business' Assistant General Counsel.

After years of hard work and determination, Rachel now boasts the position of General Counsel and Company Secretary at the UK's second largest airport, Gatwick airport.

## Sarah Hemsley

### Selfridges, General Counsel

Celebrated for advocating gender diversity in legal leadership

Sarah started her legal career as an associate at Reed Smith, during this time she qualified as a solicitor in 2001, before leaving for the role of General Counsel at Harrods in 2004. After 9 successful years at Harrods, Sarah became the Director of Legal and Company Secretary at Selfridges and Brown Thomas, leading to her current role of General Counsel at Selfridges; her role covers legal, data protection, director and company secretary responsibilities, risk management and advisory, ethical trade and sustainability.

Sarah is an active advocate of diversity, equity and inclusion being heavily involved in initiatives to champion these social issues with Selfridges and a trustee of Women in Retail.

Last year, Sarah joined the Transforming Women's Leadership board to focus on improving gender diversity in legal leadership, with thinking about how the pandemic can be an accelerator for a broader female pipeline at the top of the agenda.

## Omolara (Lara) Lucas

### ING Bank N.V. London Branch, Director

Celebrated for leadership in finance and banking

Excelling during her time at LSE and BPP Law School, Lara has 14 years of experience in the legal industry working her way up to her most recent role of Director at ING Bank N.V. London Branch.

An advocate for diversity and inclusion, Lara is vocal about the disparities between Black and white legal professionals and supportive of initiatives that look to close this gap, creating equal opportunities for all.



*The best thing that this generation can do coming through and wanting to come to the Bar is just to be themselves, to show that being yourself is not something you need to compromise on, that you can still be excellent and be yourself."*

Abimbola Johnson: Criminal Defence and Professional Regulatory Barrister, 25 Bedford Row Chambers



Women Who Will:

# FROM PRIVATE PRACTICE AND THE BAR



“

***We need to do more as a profession to attract really talented young people who are seeing other sectors or other professions as more attractive.***

**Ariel White-Tsimikalis: Partner, Goodwin Procter**

## **Natalie Sutherland**

*Burgess Mee, Law Firm Partner*

Put forward by Somaya Quazzan, CEO, Mimoza Fleur

With 18 years of experience as a legal professional specialising in family law, Natalie has spent the last 12 months working tirelessly to improve the awareness of infertility within the legal industry. In her current position as Partner at Burgess Mee, as well as advising on all areas of family law, Natalie leads the firm's modern families' department where she deals with surrogacy, assisted reproductive technology law including donor conception and advises in respect of platonic co-parenting and known donor agreements. Notably, Natalie has become the firm's 'infertility officer' - one of the first partners in the city to take on this role.

"She's helping countless colleagues and peers that are struggling with infertility whilst holding down extremely stressful jobs."

Additionally, Natalie is a member of the board of trustees at Progress Educational Trust, a non-profit organisation educating and advancing the public's understanding of science, law, and ethics in the fields of human genetics, assisted reproduction, embryology, and stem cell research. The mission of the organisation is to improve the choices of people affected by infertility or genetic conditions.

## **Jessica van der Meer**

*2TG Chambers, Barrister*

Put forward by Alistair Mackenzie, 2TG Chambers, Barrister

"Alongside her sparkling practice, Jessica is exemplary in this kind of daily leadership; and it would be very easy for me just to talk about the care she takes in making sure that she is not only driving herself forward but also raising others at the same time. Whether it is as a member of her chambers' management board or volunteering her time to interview scholarship applicants at Gray's Inn, Jessica never loses sight of the bigger picture or of the ways in which the system will, if left to rumble on, unfairly leave people behind."

Going beyond the call of her normal duties, Jessica is motivated by improving the legal profession through using her platform to lead the conversations that others are too often too intimidated to initiate. At the start of this year, Jessica set up a way to discuss real issues that affect women in

law, particularly those at the Bar with her podcast "You'll be hearing from my lawyer". Recording and producing her podcast alongside her practice, Jessica has built a platform that champions open and frank conversations with leaders at the Bar about sexism, racism, work/life balance and so much more. Through sharing her thoughts and those of her interviewees, Jessica is demonstrating that having conversations about such raw issues is possible and positive.

"If the Bar is going to move forward, as it must, then it needs leaders like Jessica who don't just accept responsibilities but seek them out and will call out issues plainly where they exist. I for one am grateful that she does everything she does and am very proud to nominate a Women Who Does to be one of your Women Who Will."



## Anna Ashford

*ALT Legal, Head of Legal*

Put forward by Richard Turner, Founder, Alpaca

“Anna’s commitment to shaking up the world of law is legendary. She has a vision to bring humour, humility and innovation to a sector too long known for its need to “appear professional”. Dismayed by the poor reputation of the legal industry she is quick to acknowledge the weaknesses in the industry and will never settle for the status quo just “because that’s how they’ve always been done”.

With over 13 years in the industry, and the current Head of ALT Legal, Board adviser and Investment Director at Alpaca and the Non-Executive Director at McGovern & Co, it is no joke that Anna is a determined legal leader. She is driven to create an environment that is supportive for lawyers while pushing them to innovate around

the way they interact, communicate with, and advise clients. An engaged leader, Anna is motivated by exploring her team’s strengths and promoting them, focusing on uplifting her mentees in a positive manner.

“Anna could be partner at any law firm she chose. She was halfway up DLA’s ladder when she realised there had to be a different way, and it’s a thankless task to try and forge that path in an industry which has an indelible inflexibility about it. Any opportunity to amplify her voice is an opportunity to be embraced. And stick her in front of an autocue, as one client did and you’ll see the consummate ease with which she communicates her vision to clients who have no time for the boring, the staid, the quotidian.”

## Helen Burnell

*Shoosmiths, Partner*

Put forward by Fiona Teague, Partner, Shoosmiths

“Helen Burnell, who has made partner at only 6yrs PQE is a visionary.”

Helen, a corporate partner specialising in VC and growth cap investments, supports women in law and in business in a unique way. Through founding spHERE, a network for female founders and women in law, and forging Shoosmiths’ partnership with The Gender Index, addressing wider gender disparity across the UK, Helen is actively raising awareness of the inequality between male and female led businesses in order to start a dialogue to action real change.

“A key factor to understanding and addressing the funding gap for female-founded and led companies is the data that sits behind the deals. The data collected is often paid-for access only, a one-off study or based on a small sample size which is uncomprehensive across funding life cycle of a business or across the UK. By bringing together influencers in academia, private sector, public sector and retail banking, the Gender Index and its steering group will be a game changer.”

## Mandy Aulak

*Talem Law, Director & Co-Founder*

Celebrated for inspirational work in employment law

As the Director and co-founder of Talem Law, an award-winning specialist law firm in the areas of Employment Law, Special Educational Needs and Disability (SEND), Mandy is driven from both professional and personal experiences to provide exceptional client service to organisational and individual clients in her specialist areas of employment law, special educational needs, and disability discrimination. Through her work, Mandy has represented a significant number of individuals across both practice areas of employment and SEND law, helping them secure optimally favourable outcomes.

Always on the hunt to champion best practices in the area of disability in the workplace, Mandy recently proudly

announced the soon to be launched innovative, scalable methodology and framework- “Talem Template”. “Talem Template” will enable employers to manage reasonable adjustment requirements for employees with disabilities.

A strong advocate for SEND, Mandy regularly speaks to the media on autism, education, SEN law and reasonable adjustments. In 2018, she was invited to a round table session in Parliament to discuss barriers to enter or remain in the workplace faced by parents of disabled children as well as offering potential solutions. Currently, she is the elected Governor of Oak View School, a special school in Essex for pupils with severe and complex needs and autistic pupils.

## Akima Paul Lambert

*Hogan Lovells, Litigation Partner*

Celebrated for championing diversity in the legal industry

As the co-founder of Creating Pathways, the first and longest running cross-firm mentoring and coaching initiative for mid-level and senior Black lawyers in the profession, and a Partner Champion of Hogan Lovells REAHL Network, supporting successful integration and promotion of ethnically diverse lawyers and staff, Akima is true advocate for diversity, equality, and inclusion.

Not only that, Akima also sits on the firm’s Steering Committee for Black History Month and is a Mentor on the firm’s INCLUDED trainee mentoring programme. Additionally, Akima serves on the firm’s Moderation Panel for qualification of trainee solicitors, ensuring fairness on retention and beyond. Likewise, Akima currently plays

an instrumental role in amplifying the firm’s pro bono offering for the Black community by expanding the firm’s assistance on victims of the Windrush compensation scheme, including a challenge on the Scheme’s unfair effect.

A pioneer on gender and race equity, Akima regularly takes to social media via her popular blog on LinkedIn, #FriDays, focussing on calls to action. Well on her way to becoming one of the most visible senior lawyers using social media to inform, engage, and influence, Akima has gained significant traction with her thousands of followers through her posts on various inclusion related topics has been featured in prominent legal press.



Women Who Will:

# THE LEGAL CHANGE MAKERS



## Martha Rolle

*Society of English and American Lawyers, Chair*

Put forward by Anne Bodley, Teaching Fellow, Queen Mary University of London

Martha (Marty) has led an exceptional career in law starting off as a Partner at Holme Roberts & Owens LLP for over 30 years before becoming a member of the Board of Trustees and SID. In 2007, Marty accepted the role of Partner and Of Counsel at Bryan Leighton Paisner and was recognised in Legal 500 from 2009 to 2016 for her work in derivatives and investment grade financings, particularly fund financing. Currently, she serves on the inaugural international advisory committee to the Chancellor of the University of Colorado Boulder as a Global Ambassador.

Lately, Marty received the honour of being elected as the Chair of the International Women's Forum UK, a global organisation of outstanding women with diverse

achievements and interests. Similarly, Marty also boasts the position of Chair of The Society of English and American Lawyers (SEAL).

"As Chair of SEAL, she has devoted enormous hours to putting on a sizeable range of events for SEAL across a wide spectrum of important topics - including international law, gender and diversity, comparative constitutional law between the US/UK and developing issues in commercial, family and other areas of law. Marty has put enormous effort into and succeeded at greatly expanding SEAL's outreach and community between the UK/US. Her diplomacy and energy as a woman leader are inspirational to other women and generally."



## Aleksandra Wawrzyszczuk

### Tech Nation, Head of Lawtech UK

Put forward by Emilia Mickiewicz, Lecturer in Law, Newcastle University

"I would describe her as someone on a mission to disrupt the status quo and break down artificial silos anywhere she goes, especially when told something is "simply done this way"... To understand the sheer scale of her determination, you only need to look at her track record. As far as I know, she is a first-generation lawyer in her family. After graduating from a state school in Eastern Poland, she worked evenings and weekends as an undergraduate to pay for her studies and still graduated in the top 10% of her class. She has then self-funded her graduate studies at NYU by running a consultancy in addition to her day job, while also launching our project."

After identifying the issue of female academics being confined to the feminist theoretical circles regardless of their actual philosophical interests, Aleksandra approached Emilia to establish the JustTheory podcast series showcasing the work of women philosophers in male-dominated areas of jurisprudence.

As the current Head of Lawtech UK, Aleksandra is making strides to bring legal technology outside of its echo chamber by engaging with entrepreneurs, tech investors and non-legal networks to bring their lessons to the legal sector.

"One final remark I would make is that her ambition does not preclude her from being kind to others and supportive of their endeavours. I recently learned of her involvement in mentoring aspiring lawyers in Poland, and she has gone out of her way to help me and my colleagues with a variety of projects and events. One such initiative was the Inspirational Women of the Law exhibition which filled the common spaces in the school with portraits of female members of the profession to inspire the next generation of lawyers."

## Catherine McGregor

### Catherine McGregor Research, CEO

Put forward by Banke Odunaike, Head of EMEA Legal, CBRE

"Catherine runs her own company, Catherine McGregor Research, focused on thought leadership, strategic consultancy, content creation, events and training for businesses and professional services companies. She specialises in the intersection between law and business, particularly in the role of the general counsel, the future of the legal profession and diversity and inclusion."

"Prior to setting up her own business Catherine was the founding editor of GC Magazine and the Director of In-House Counsel initiatives at Legalease, a London based legal publishing company. Her first role in legal publishing was at Chambers and

Partners the legal research company where she subsequently became Managing Editor."

As an experienced keynote speaker and moderator, Catherine is impassioned through creating and delivering content focused on relevant, topical issues such as the future of the legal department, the changing role of in-house counsel, innovation and disruption in legal services, inclusion and diversity in the law and social mobility.

"Catherine is incredibly personable, knowledgeable and a positive force for change in the legal industry."

## Claire Barnett

### UN Women UK, Executive Director

Celebrated for her leadership in gender equality

"Claire Barnett is a leader in gender equality, inspiring others to dream big and challenge norms."

As the Executive Director of UN Women UK, Claire uses her platform to ensure every woman has the right to safety, choice and a voice through campaigning to make gender equality a reality. From grassroots programmes serving the most marginalised women and girls, to helping governments design more gender-equal policies; Claire is an equality force of nature. During her time at the UN Women UK, she created the Safe Spaces Now project, working to transform the UK's public spaces to be safer and more inclusive for women, girls, and marginalised people.

"During the pandemic, she brought together 5,000 women and girls to co-design solutions to combat the sexual harassment that over seven in ten women in the UK have experienced. As a result, she's delivered educational training in spaces ranging from corporate workplaces to the world's first safe spaces music festival. Now, she's bringing these tools for social good into the metaverse. Claire is developing immersive training experiences to change behaviour around sexual harassment and violence in public spaces. Learners can interact using virtual and mixed reality in their own space to learn about options for seeking help.

She said: "This is a game-changing solution which brings existing technologies to bear in a new area - one of the most widespread human rights violations."

Photo: © claire-barnett.com



## Harriet Johnson

*Doughty Street Chambers, Barrister*

Put forward by Baroness Helena Kennedy, CEO, Helena Kennedy Foundation

As a fierce advocate of women's rights, Harriet acts in cases involving the most serious allegations of criminal and civil wrongdoing with several among her recent cases having been instrumental in putting women's rights front and centre, and challenging redress in a variety of contexts. She is passionate about representing women who the police and government have failed to properly investigate their allegations of rape and serious sexual violence, bringing civil actions against those responsible, helping to prevent further cases of injustice.

Harriet is keen to share her knowledge and committed to sharing her insights on how we can use the law to help women. Through appearing in podcasts, delivering free training to relevant groups such as solicitors, forensic analysts, and women's groups, on aspects such as recognising symptoms of abuse, proof and identifying causes of action, and even writing her own book "Enough: the violence against women and how to end it", Harriet actively shares her expertise, leading conversations to help women using the law.

"Throughout the scope of her practice and activities, Harriet continues to be an impassioned advocate and successful achiever of equal and diverse rights for women. Her work richly deserves to be acknowledged."

Notably, in 2016, Harriet founded Doughty Street's annual #DoughtyStWomen events. This is a series of conferences for lawyers, charities, academics, and activists that invites delegates to consider what more the law can do for women. She is a founding member of Women in Criminal Law and joint Chair of the board of trustees at Women in Prison. Additionally, Harriet chairs the Doughty Street Wellbeing committee, helping to implement a domestic abuse policy to support those within chambers who might experience it. Harriet also mentors several young women from diverse backgrounds seeking to pursue careers in law.

## Paulette Mastin

*Reed Smith LLP, Partner*

Celebrated for championing diversity and inclusion in the legal industry

Paulette started her journey as a dynamic woman in law committed to driving genuine change in the legal sector as a trainee solicitor at Linklaters LLP, back in 1995. From there she moved up the ranks and was a part of the firm's Corporate Trust team since qualifying in 1997. In 2007 she accepted the role of Counsel at the firm and has since moved on to become Partner at Reed Smith's Financial Industry Group specialising in Capital Markets in London, in 2021.

As a champion of diversity and inclusion, Paulette has been heavily involved in advocating for equal opportunities in the legal industry. During her time at Linklaters, Paulette co-sponsored the Linklaters Ethnicity & Race Network (LEARN), working towards "a diverse and inclusive workplace

where everyone feels they belong, and diversity is celebrated". Additionally, Paulette was the Chair of the Black Solicitors Network from 2017 to 2022 and a Council Member of The Law Society for five years, from 2014 to 2019.

Currently, Paulette is appointed to the Companion of the Chartered Management Institute for recognition of outstanding leadership excellence and being a role model not only for current CMI members but also for the wider management community. Likewise, she is the current School Governor and Chair of Governance Committee for St. Martins Preparatory School Trust, a school helping children gain admission to the top state and grammar schools in the surrounding area.





## Women and leadership - a century of progress

Our 2022 report comes after two years of immense global change driven by the pandemic, one hundred years of women playing an active role in the legal profession, and at a time of continued uncertainty with rising geo-political instability, a cost of living and energy crisis, a new monarch, and a potential financial crisis looming.

This is a time of celebration and reflection. 2022 marks the centenary of the first four women to be admitted to the Law Society as solicitors and of the first woman to be called to the bar in England and Wales. As we look back of the past 100 years, there have been notable advances for women in law including greater representation across the legal profession and more recently Baroness Hale being the first woman appointed as President of the Supreme Court in 2017 and three successive women as Presidents of the Law Society.

Since our inaugural “Women Who Will” report when the world was emerging from lockdowns, new trends have re-shaped our working world. Working from home, hybrid and flexible working patterns are becoming the new norm across even some of the most traditional of legal practices, presenting both opportunities and pitfalls for women working in the law. Following an in-depth report by LawCare<sup>2</sup>, the mental wellbeing charity for the legal community, which highlighted that 69% of participants reported they had experienced mental ill-health in the last year, there is much greater focus today on mental wellbeing in the legal profession.

The road to parity still has not been fully walked. The legal profession has near-doubled in number this century and tripled since 1988 – the growth mainly driven by

the increase in women being admitted: while the number of male solicitors has not yet doubled since 1988, the number of women has increased eight-fold<sup>3</sup>. Yet, the latest Law Society Annual Statistics Report<sup>4</sup> highlights the challenges faced by women. Even though women now make up 51% of solicitors in private practice (Table 3.1), only 18% are women compared to twice that percentage (39%) for men (Table 4.3). A survey<sup>5</sup> by Next 100 Years highlighted that it will take 86 years for women and men working in the legal sector in the UK to achieve pay parity.

As a profession, we should lead the way for other disciplines and sectors to follow. Although notable advances have been made – we need to continue pushing forward to accelerate the pace of change. To build a future-facing profession we are proud to leave as a legacy for the next generation – one in which men and women have true equality of both opportunity and outcome.

## Diversity of women in law - where it started and where we are now

In the first one hundred years that women have been in law, remarkable progress has been made. From just four in 1922, women now make up 39% of barristers, 53% of solicitors and 77% of Chartered Legal Executives<sup>6</sup> of the legal profession as a whole.

Those humble beginnings did sow the first seeds of diversity, even as far back as 1922. The first women to lead the way may have all had similar ethnicity, but they did have a diversity of age, background and experience. Carrie Morrison, the first to be admitted to the Law Society in December 1922, was aged 34. Mary Pickup was aged 42 when she was admitted in January 1923 and was a mother of two children. Ivy Williams, the first woman to be called to the Bar in 1922, was aged 45. Maud Crofts, the middle-class daughter of a barrister, went on to be the matriarch of England's first three generational family of women solicitors. Mary Sykes at age 26 was the only one of these pioneering women to be under 30.

While women are now well represented across the less experienced part of the legal sector, there is still further to go at the senior and leadership end of the profession. The proportion of women with more than 20 years' experience is considerably lower than that of the profession as a whole<sup>7</sup> and we are still far from a 50/50 split.

This 'broken rung,'<sup>8</sup> as the first step in this gap is referred to by McKinsey, is the first management position where women, and particularly women of colour, lose ground in representation. If leadership positions are to be truly equal, and the diversity of gender at a leadership level is to be levelled, the challenges of gendered ageism and the still relatively speaking taboo topic of menopause and how this affects senior women is an area that must continue to be addressed.



## Re-imagining leadership

Diversity in leadership sets the tone for the whole organisation. It is not just that employees need to be represented, although that is a key factor; diversity in leadership is proven to lead to a stronger bottom line. Diversity in leadership forms a well-established and strong business case for both “gender diversity and ethnic and cultural diversity in corporate leadership<sup>9</sup>” and the “greater the representation, the higher the likelihood of outperformance.” The Law Society’s Diversity and Inclusion framework<sup>10</sup> is a good place to start for firms who need guidance as to how to make the business case for DEI.

In times of uncertainty and volatility, there is a new need to connect with our leaders, who will be called upon to go beyond delivering profits, to provide stability, hope and support to their workforce. Adding to the list of concerns for leaders to grapple with, including continued health threats, rising wages and the “great resignation”, in times of crisis the attitudes of leaders towards risk, empathy and communication are crucial. While it may be too close to this particular pandemic to conclude categorically, research carried out in 2020 examining 194 countries’ responses to Covid-19 did conclude that “COVID-outcomes are systematically and significantly better in countries led by women<sup>11</sup>”.

McKinsey found in 2021 that “senior-level women are twice as likely as senior-level men to spend more time on diversity, equity and inclusions (DEI) work that falls outside their formal job responsibilities, such as recruiting employees from underrepresented groups and supporting employee resource groups;<sup>12</sup>” fundamentally, “the work women leaders are doing drives better outcomes for all employees.” It is therefore inescapable that a key way to improve DEI, and therefore future business success, is to ensure a greater percentage of the leadership is female, and that DEI work is attributed value.

Crucially, women in leadership should be celebrated for the attributes they bring rather than junior women being sent on leadership courses to help them become more like their male counterparts. As one respondent to the RollOnFriday Best Law Firms to Work At 2022<sup>13</sup> survey replied, firms bemoan the fact that women don’t want to apply for the top jobs, yet do not do anything at all to establish why that might be, with another noting that their firm ‘constantly wonders why there are not more women in senior roles, but makes the work environment impossible to succeed in for women in families.’

## Visible role models

As we noted in our 2020 report<sup>14</sup>, a lack of visibility serves to reconfirm existing biases and exacerbates “imposter syndrome”, where a person doubts their accomplishments, despite external evidence, and under-performs or leaves the profession altogether. Visible role models - at both leadership level and otherwise - that represent all parts of the organisation are crucial to ensuring a pipe-line of future leaders. Building on the opportunities created in the past two years, with flexible and hybrid working allowing more women to take on senior positions, firms and organisations need to showcase this to their workforces, allowing openness and cultivating a conversation between junior and senior team members.

It is crucial that senior women ‘pay it forward’ rather than pulling up the ladder and take every opportunity presented to shine a light on their own stories as well as that of other women in law. Likewise, we continue to champion the sharing of and the investment in creating opportunities to elevate other women in law, such as the Next Hundred Years Heilbron Lecture series<sup>15</sup> and Next 100 Voices series<sup>16</sup>.

## Intersectionality and supporting female leaders in the law

While undeniably there have been improvements for female leaders in the law, it is also indisputable that these gains have largely benefited white women. Employees who belong to “two or more underrepresented categories experience oppression and lack of opportunity in unique ways<sup>17</sup>” and that intersectionality across all DEI lenses of these women is not always comparable. In their 2020 report the World Economic Forum concluded that while white women will reach gender parity with men in the States in 2059, the data shows that for Black women this date is 2130, and 2224 for Hispanic women<sup>18</sup>. It should be noted that DEI lenses do not just include race and ethnicity but also LGBTQIA+, disability, and social mobility/background.

Organisations need to consider honestly how inequality manifests as well as how it might manifest for different women. Understanding that these markers do not operate independently and considering intersectionality from the outset, and then honestly and openly investigating practices, policies and processes to discover where bias and discrimination may lurk will enable organisations to take steps to be more equitable and inclusive.



## New routes into the law

With life expectancy now radically changed we continue to question why the expectation that we compress our careers into the same years and patterns that once applied still holds. We want to challenge the convention that a career can only follow one pattern, that is, a linear path from training to leadership that takes place between the ages of 21 and 50, and continue to recognise that time away from the workplace should not be viewed as a negative.

Championing those that are leading the way with re-routing career paths is so important, like Holly Moore, featured in our 22 women for 2022. Holly can claim a number of firsts; as the first qualified in-house solicitor apprentice in the UK working for producer / broadcaster, ITV, she also passed the very first sitting of the new SQE1 exams in January 2022. Both the apprentice route to qualifying as a solicitor, and the SQE, were introduced to the legal profession as a bid to increase accessibility, diversity and social mobility. The first SQE2 exams were sat in August 2022, with the SRA noting that there were groups of candidates who generally performed better, including “those who had completed some qualifying work experience<sup>19</sup>”.

## Ensuring the future of work is inclusive

Formal recognition of the value that leaders’ contributions to DEI work brings to the company or law firm is a key tenant in ensuring the future of work is inclusive. Whilst DEI work is viewed as additional to core work, it is unlikely to be carried out by all leaders.

We continue to champion the idea that one size does not fit all in terms of working environments, that those firms and organisations who encourage a better life and work balance for all employees, both male and female, and those with or without caring responsibilities, will continue to have momentum towards more diverse teams. Be this flexible, remote, part-time, or hybrid working patterns, the increased variety and decreased rigidity allows teams (and organisations) to shape more diverse and productive environments.

## About the Next 100 Years

Founded by Dana Denis-Smith, CEO of Obelisk Support, who conceived the idea for the First 100 Years project back in 2014 when she stumbled upon a photograph from 1982. It showed City law firm, Herbert Smith (now Herbert Smith Freehills) celebrating its centenary. Front and centre of the photo was the firm’s first female partner, Dorothy Livingstone.

For Dana it was the start of a journey to chart and celebrate the history of women in the law and to inspire future generations. Activities have included the commissioning of the first artwork for the Supreme Court to focus on women lawyers, the publication of “First”, a book dedicated to the stories of the women legal pioneers and the creation of an archive of films capturing the stories of the first women to occupy different roles across the profession.

The Next 100 Years continues this work whilst looking to the future and how we can create an equal future for women in law. Obelisk Support is proud to be a founding sponsor of the Project and to have helped it grow and succeed over the last six years. Find out more about the project at [www.next100years.org.uk](http://www.next100years.org.uk).

**NEXT  
HUNDRED  
YEARS**

**100**



Seven years at a glance:

# INSPIRATIONAL WOMEN IN LAW AWARDS



## 2022 Finalists

### In-House Lawyer of the Year:

Rosie Teo  
Angharad Price – Winner  
Rachel Ford

### Paralegal of the Year:

Ella Watts – Winner  
Iona Gallagher  
Sophie Naughton

### Legal Academic of the Year:

Maria Fletcher  
Dr. Metka Potočnik  
Professor Charlotte O'Brien – Winner

### Law Student of the Year:

Catherine Maunder  
Hafsa Arif  
La'Shaunna Williamson – Winner

### Barrister of the Year:

Sultana Tafadar KC - Winner  
Katy Thorne KC  
Elaine Banton

### Mentor of the Year:

Nasreen Shah  
Rachel Bale  
Sian Wilkins – Winner

### Solicitor of the Year:

Jenine Abdo  
Polly Blenkin  
Keeley Lengthorn – Winner

### Rising Star of the Year:

Lucy Cole – Winner  
Netanya Clixby  
Nasreen Shah  
Saadia Sharmin

### Champion of the Year:

Akima Paul Lambert  
Gaenor Bruce  
Holly Moore  
Kishma Bolaji – Winner  
Sunaina Srai-Chohan

### Lifetime Achievement Award:

Baroness Butler-Sloss

## 2021 Finalists

### Paralegal of the Year

Toria Barnes  
Rebecca Jiggins-Winner  
Megan Ryan  
Saadia Sharmin – Winner  
Marianna Vlas

### In-House Lawyer of the Year

Rosamund Browne  
Vicky Harris – Winner  
Jenny Moore -Winner  
Claire Porter-Bryant  
Harpreet Sagoo

### Legal Academic of the Year

Sarah Hendry  
Aoife Nolan  
Shaid Parveen -Winner  
Nicole Pierce – Winner  
Metka Potocnik

### Barrister of the Year

Rehana Azib – Winner  
Morayo Fagborun Bennett  
Charlotte Proudman  
Christina Warner  
Diana Wilson – Winner

### Solicitor of the Year

Phyllis Acheampong  
Katharine Landells\*  
Samina Majid  
Farah O'Brien  
Leena Savjani – Winner

### Mentor of the Year

Catherine Bamford  
Laura Coates – Winner  
Amy Cox  
Alexandra Gordon -Winner  
Jade Williams-Adedeji

### Under-35 Lawyer of the Year

Faith Edmunds  
Mary-Rachel McCabe – Winner  
Emma McIlveen  
Chidi Onyeche-Winner  
Sabrina Pervez

### Champion of the Year

Vanessa Challess  
Anthony Metzger QC  
Amanda Millar – Winner  
Kenny Robertson  
Lynette Wieland – Winner

### Lifetime Achievement Award

Dame Linda Dobbs DBE



## 2020 Finalists

### In-House Lawyer of the Year

Shanika Amarasekara MBE  
Clare Belcher  
**Anne Bodley, Lexlead – Winner**  
Attia Hussain  
Amy Marren  
Angharad Price

### Barrister of the Year

Caoilfhionn Gallagher QC  
Anneli Howard  
**Kama Melly QC – Winner**  
Sheryl Nwosu  
Sarah Pinder

### Solicitor of the Year

Amanda Adeola  
Vanessa Challess  
**Tracey Dovaston – Winner**  
Farzana Naz

### Under-35 Lawyer of the Year

Chloe Birch  
Netanya Clixby  
Anne Collins  
Sangeetha Iengar  
**Karla Lykourgou – Winner**

### Champion of the Year

Natasha Harrison  
**Samina Iqbal – Winner**  
Sabeena Pirooz  
David Stone  
Suzanne White

### Lifetime Achievement Award

**Cherie Blair QC**

## 2018 Finalists

### In-House Lawyer of the Year

Maaïke de Bie  
**Ruth Murphy – Winner**  
Jolie Norris  
Anna Suchopar

### Barrister of the Year

**Kirsty Brimelow QC – Winner**  
Martha Cover  
Caoilfhionn Gallagher QC  
Angela Rafferty QC  
Brie Stevens-Hoare QC

### Solicitor of the Year

Katja Butler  
**Hilary Meredith – Winner**  
Brandusa Tataru-Marinescu  
Belinda Lester  
Natasha Harrison

### Under-35 Lawyer of the Year

Frances Hull  
Zeena Luchowa  
Katherine McAssey  
Annsley Merelle Ward  
**Rachel Welch-Phillips – Winner**

### Champion of the Year

Ray Berg  
**Nilema Bhakta-Jones – Winner**  
Dan Fitz  
Charlotte Wannedeya  
Mary-Ann Wright

### Lifetime Achievement Award

**Baroness Hale**

## 2019 Finalists

### In-House Lawyer of the Year

Penny Caven  
Elaine Hutton  
**Catherine Palmer – Winner**  
Ruth Pearson  
Prini Pithouse  
Angharad Price

### Barrister of the Year

Elaine Banton  
Poonam Bhari  
Kate Brunner QC  
Professor Jo Delahunty QC  
**Rehana Popal – Winner**  
Professor Suzanne Rab

### Solicitor of the Year

Hermione Allen  
Danielle Ayres  
Catherine Hart  
**Dr Laura Janes – Winner**  
Sarah Khan-Bashir MBE  
Kelly Thomson

### Under-35 Lawyer of the Year

Cynthia Jakes  
Stephanie Kay  
Coralie McKeivor  
Coleen Mensa  
Ingrid Munyaneza  
**Priscilla Osoba – Winner**

### Champion of the Year

Dr Kim Barker  
**Alison Eddy – Winner**  
Jemima Lovatt  
Sun-Hee Park  
Rachel Pears  
Eduardo Reyes

### Lifetime Achievement Award

**Baroness Helena Kennedy QC**

## 2017 Finalists

### Anita Jewitt – Winner

Harriet Johnson  
Suzanne Keenan  
Suzanne Szczetnikowicz  
Jenny Wilde

## 2016 Finalists

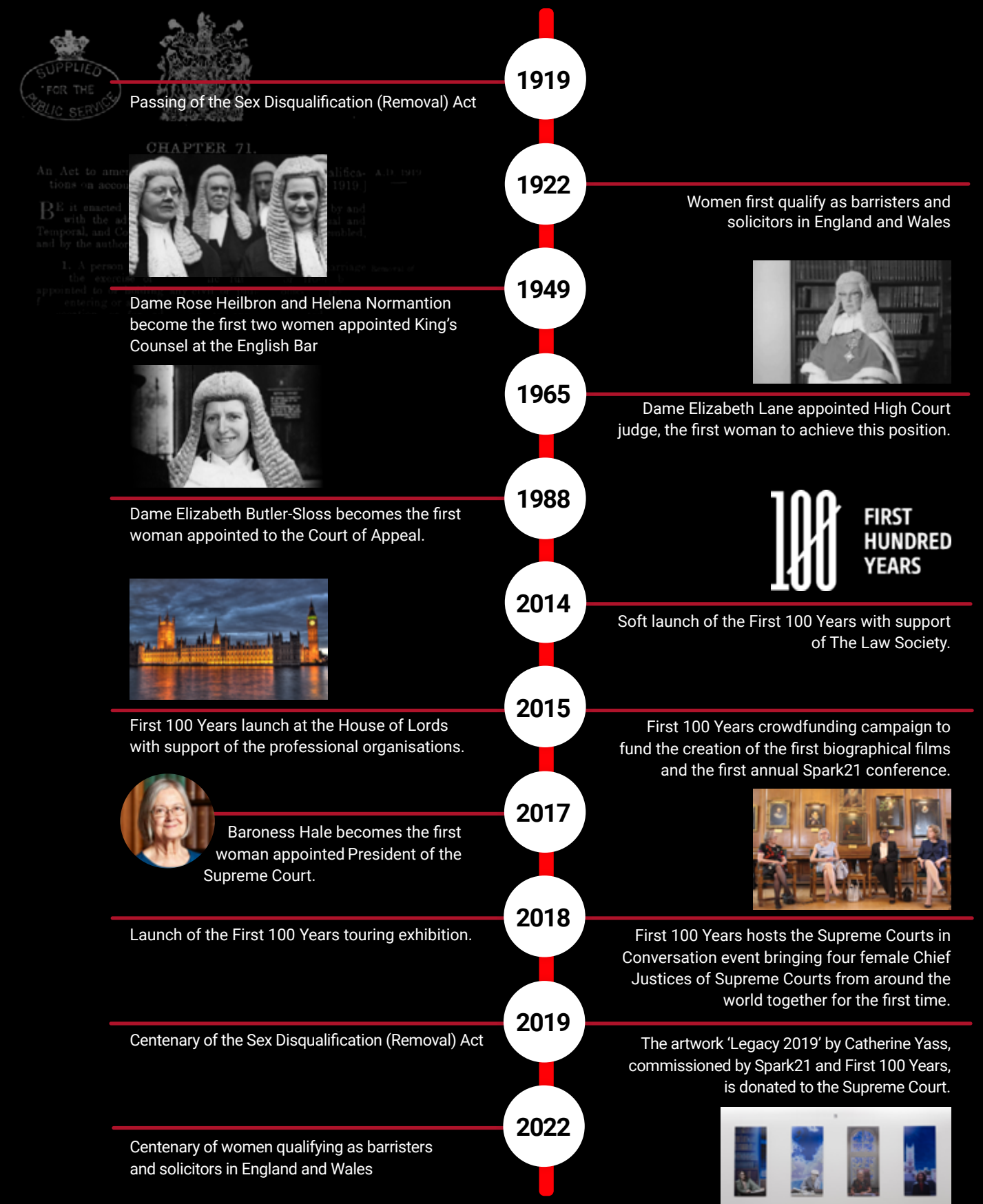
### Keily Blair – Winner

Annie Flower  
Gemma Pesce  
Claire Sng  
Georgina Wolfe

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## Women in Law: A Timeline





# WOMEN WHO WILL

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# 2022

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**Baker  
McKenzie.**

NEXT  
HUNDRED  
YEARS



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