



**The Stein Center for Law and Ethics and The Feerick
Center for Social Justice**

present the fifth annual

Women's Leadership Institute

January 28, 2022

12 - 3 p.m. EDT

Zoom Webinar

CLE COURSE MATERIALS



FORDHAM UNIVERSITY
THE SCHOOL OF LAW

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Roberta Fusaro and Lucia Rahilly, *The State of Burnout for Women in the Workplace*, McKinsey & Company (Jan. 4, 2022), <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/the-state-of-burnout-for-women-in-the-workplace>

Lydia Saad, Sangeeta Agrawal and Ben Wigert, *Gender Gap in Worker Burnout Widened Amid the Pandemic*, Gallup (Dec. 27, 2021), <https://www.gallup.com/workplace/358349/gender-gap-worker-burnout-widened-amid-pandemic.aspx>

Adam Grant, *There's a Name for the Blah You're Feeling: It's Called Languishing*, The New York Times (Apr. 19, 2021) <https://www.nytimes.com/2021/04/19/well/mind/covid-mental-health-languishing.html>

Susan Smith Blakely, *Law Firms Are Making The Same Mistakes with Women and Millennials*, *Lawyer Says*, ABA Journal (Mar. 25, 2020), https://www.abajournal.com/voice/article/law_firms_are_making_the_same_mistakes_with_women_and_millennials.

Tiffany Burns, Jess Huang, Alexis Krivkovich, Ishanaa Rambachan, Tijana Trkulja and Lareina Yee, *Women in the Workplace 2021*, McKinsey & Company (Sept. 27, 2021), <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/women-in-the-workplace>

Speaker Bios



Paula Davis, Founder and CEO of the Stress & Resilience Institute

Paula Davis founded the Stress & Resilience Institute, a training and consulting firm that partners with law firms, corporate legal departments, and organizations to help them reduce burnout and build resilience at the team, leader, and organizational level.

Paula left her law practice after seven years and earned a master's degree in applied positive psychology from the University of Pennsylvania. As part of her post-graduate training, Paula was selected to be part of the University of Pennsylvania faculty teaching and training resilience skills to soldiers as part of the Army's Comprehensive Soldier and Family Fitness program. The Penn team trained resilience skills to more than 40,000 soldiers and their family members.

Paula is the author of *Beating Burnout at Work: Why Teams Hold the Secret to Well-Being & Resilience*, which is about burnout prevention using a teams-based approach. *Beating Burnout at Work* was nominated for best Spring 2021 book by the Next Big Idea Club, which is curated by Adam Grant, Susan Cain, Malcolm Gladwell, and Daniel Pink. In addition, her book was the #1 best-selling title in 2021 for her publisher, the Wharton School Press.

Her expertise has been featured in and on *The New York Times*, *O, The Oprah Magazine*, *The*

Washington Post and in many legal publications. Paula is also a contributor to *Forbes*, *Fast Company* and *Psychology Today*.



Mimi Cheng, Partner at Simpson Thacher & Bartlett LLP

A Partner in Simpson Thacher's Banking and Credit, Fund Finance and Backleverage and Investment-Backed Financing Practices, Mimi represents financial sponsors in connection with debt financings related to a broad array of investment funds, including private equity, real estate, infrastructure and many others. She has extensive experience advising private equity funds, investment banks and other large financial institutions on the use of leverage products secured by or referencing public and private investment property, as well as developing bespoke financing structures. Mimi regularly advises on financings designed to facilitate and support fund investment activities, including subscription facilities, NAV facilities, hybrid subscription and basket facilities, margin loans and other forms of backleverage. She has represented clients including BlackRock, Blackstone, KKR, KSL Capital Partners, JPMorgan, Silver Lake Partners and Sixth Street Partners. Mimi received her J.D. from the University of Pennsylvania Law School in 2013. She also received an LL.M. from L'Institut d'Études Politiques de Paris (Sciences Po) in 2013.

Mimi received her B.A. in 2008 from the University of California, Berkeley.



Ava Farshidi, Director-Legal at Marc Jacobs and Founder of Avocate

Ava Farshidi is Director-Legal at Marc Jacobs based in New York City. Her work ranges across different practices including general corporate matters, commercial contracts, real estate, employment, and compliance. In addition to her role at Marc Jacobs, Ava has focused her legal career in the fashion industry with prior roles in-house at David Yurman and Rebecca Minkoff. She has several publications on emerging issues in the fashion law industry including Evaluating the FTC Guidelines Through the Career of Fashion Blogger, The New Retail Experience and Its Unaddressed Privacy Concerns: How RFID and Mobile Location Analytics are Collecting Customer Information, and China's Role in Well-Known Marks Protection: It's Now or Never...or Dilution. She has spoken at numerous conferences on issues in the fashion industry and was the recipient of the Luxury Law Rising Star Award in London in 2017.

Ava is also the founder of Avocate, a legal women's mentoring network connecting female law students and female attorneys based on their professional and personal interests. The group was started in 2018 in New York City and has grown into cities across the country. Avocate is built on the foundation of women supporting other women in an effort to keep all women in the game. Those who are interested in serving as mentors or mentees in the program are encouraged to apply online.



Shirley Cheng Hamblen, Managing Director, Senior Counsel at Benefit Street Partners, LLC

Shirley Hamblen is a managing director and senior counsel with Benefit Street Partners, based in its New York office. Prior to joining BSP in 2019, Ms. Hamblen was an associate in the asset management group at Ropes & Gray LLP where she advised private equity, credit and hedge funds managers on a variety of fund formation, regulatory and operational matters. Ms. Hamblen received a Juris Doctor from St. John's University School of Law and a Bachelor of Arts from Tufts University.



Kara R. Krakower (Fordham Law '19), Co-Organizer of WLI and Associate at Simpson Thacher & Bartlett LLP

Kara Krakower is an associate in the Private Funds group at Simpson Thacher & Bartlett LLP. Her practice focuses on advising fund sponsors in

the formation, structuring and ongoing operation of private equity funds. She has been a co-organizer of WLI since 2019 and serves on the Women's Advisory Council at Simpson Thacher & Bartlett LLP. As a law student, she was co-president of Fordham Law Women and was awarded the National Association of Women Lawyer's Award in 2019. She graduated from Barnard College and received her J.D. from Fordham University School of Law.



Tracey L. McNeil (Fordham Law '99),
Ombudsman, U.S. Securities and Exchange
Commission

Tracey L. McNeil was named as the first Ombudsman for the U.S. Securities and Exchange Commission (SEC) in September 2014. As required under Section 4(g)(8) of the Securities Exchange Act of 1934, 15 U.S.C. § 78d(g)(8), the SEC Ombudsman acts as a liaison in resolving problems that retail investors may have with the Commission or with self-regulatory organizations under SEC oversight. The SEC Ombudsman is also required by statute to establish safeguards to maintain the confidentiality of communications, review policies and make recommendations to the SEC Investor Advocate regarding compliance with the securities laws, and submit semiannual reports for inclusion in the SEC Investor Advocate's Reports to Congress.

From 2011 to 2014, Tracey served as counsel, then as senior counsel, in the SEC Office of Minority and Women Inclusion. Tracey came to the SEC in 2008 as an attorney in the Division of Corporation Finance, where she reviewed and advised on

disclosure matters and securities transactions. Before joining the SEC staff, Tracey was a senior associate on the structured finance team at Hunton & Williams, and counsel in the U.S. Businesses group at MetLife. Tracey began her legal career as a capital markets associate in the New York office of Shearman & Sterling. Tracey received her B.S. degree from Cornell University, her M.S. degree from Columbia University, and her J.D. degree from Fordham University School of Law.



**Professor Linda Sugin, Professor of Law, Fordham
University School of Law**

Linda Sugin joined the Fordham Law faculty in 1994 and has taught courses in Federal Taxation, Tax Policy, Nonprofit Organizations, Corporations, Contracts, and Quantitative Methods for Lawyers. She was the 2021 recipient of the Dean's Medal of Achievement and the 2007 recipient of Fordham Law School's Teacher of the Year Award. Her scholarly interests focus on issues of distributive justice in taxation and the governance of nonprofit organizations.

Her work draws attention to the way that taxation both reflects what is valued in society and shapes that society. Sugin has long advocated a shift in the tax burden from labor to capital and defended progressivity. She is a leading voice on the treatment of tax expenditures in constitutional cases and has warned of the dangers in treating policies in the tax law as beyond legal scrutiny. Her research on nonprofit organizations combines theory with practical advice for regulators and

nonprofit leaders. She has written about nonprofit governance, philanthropy and inequality, and corporate philanthropy. Sugin is co-author of a textbook for the basic course on federal income taxation, *The Individual Tax Base*, published by West, now in its third edition. Her op-eds on payroll taxes, Donald's Trump's charitable organization, and the 2017 tax law have appeared in the *New York Times*, and she is regularly quoted in the media on issues of nonprofit governance.

Sugin served as the Associate Dean for Academic Affairs from 2017 through 2021. In that role, she focused on students, transforming the Fordham Law School student experience through new programming, resources, and courses. She also focused on strengthening students' academic experience in multiple ways. Fordham Law School's professionalism program reflects Sugin's vision for expanding the scope of legal education to include emotional support, leadership training, and essential skills that are not traditionally included in the law school curriculum. She designed and started the Law School's two signature professionalism programs: the Peer Mentorship Program and the House System.

Sugin is a graduate of Harvard College and NYU School of Law, where she began her academic career as an Acting Assistant Professor of Law. She also served as a Visiting Professor at NYU in 2001-02. As a student, Sugin received the Law Review Alumni Association Award for second-highest academic average, the Maurice Goodman Memorial Prize for outstanding scholarship and character, American Jurisprudence Awards in Civil Procedure and Constitutional Law, and the Pomeroy Prize. She served as an editor of the NYU Law Review and is a member of Order of the Coif. After law school, Sugin clerked in the Second Circuit Court of Appeals for Chief Judge Wilfred Feinberg and practiced tax law at Fried, Frank, Harris, Shriver and Jacobson. She is a member of the New York bar and the American Law Institute, and a former member of the board of advisors of the National Center on Philanthropy and the Law.