



DIVERSITY IN ACTION

2024

YEAR IN REVIEW

BAKER BOTTS

PARTNER TO THE INNOVATORS



STATION

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ABOUT BAKER BOTTS

Baker Botts is an international law firm whose lawyers practice throughout a network of offices around the globe. Based on our experience and knowledge of our clients' industries, we are recognized as a leading firm in the energy, technology and life sciences sectors. Since 1840, we have provided creative and effective legal solutions for our clients while demonstrating an unrelenting commitment to excellence. For more information, please visit [bakerbotts.com](https://www.bakerbotts.com)



MESSAGE FROM DANNY DAVID, MANAGING PARTNER

At Baker Botts, we believe that our steadfast commitment to diversity, equity, and inclusion makes us better people, better lawyers, and a better law firm.

As Managing Partner, it is my responsibility to ensure that Baker Botts remains a place where everyone has an equal opportunity to succeed. I believe to my core that our clients are best served when our people bring their authentic selves to our offices with the assurance that they will be nurtured, challenged, and developed and with the understanding that there are no limits to what we can achieve together as a team.

I am immensely proud of Baker Botts' growth trajectory. From recruitment, to retention, to professional development and promotion, we continue to make strides in the right direction. For the sixth year in a row, Diversity Lab has recognized the firm as a Mansfield Certified Plus law firm. For the fourth year in a row, the Human Rights Campaign named Baker Botts a "Best Place to Work for LGBTQ Equality," achieving a perfect score of 100 on their corporate equality index ranking organizations for policies, practices, and benefits to LGBTQ+ employees. The firm was also recognized as the Professional Development Firm of the Year by the Legal Benchmarking Group for our Diversity in Action Sponsorship Program.

On the recruiting front, we are proud to have welcomed the first cohort of Rufus Cormier Diversity Fellowship Recipients from top law schools across the country. In 1981, when Rufus Cormier became the first African American attorney at any major Houston law firm to be promoted to partner, he set in motion a barrier-breaking legacy that Baker Botts is proud to continue today. The promise of our new attorneys and summer associates make me excited about our Firm's future.

In addition to our external accolades, we continue to develop and promote our people internally, resulting in first-class, inclusive leadership across the firm. I am proud to share that in 2024, we welcomed one of our most diverse summer associate classes to date. More than half of our incoming Fall associates belong to at least one underrepresented group. I am especially pleased to share that 70% of practice group leaders belong to underrepresented groups as well as almost half of the heads of our offices.

Undoubtedly, there is more work to be done, but we are committed to achieving equity in our ranks. I would like to thank our Firmwide Diversity & Inclusion Committee as well as Heather Choi, Chief Diversity and Inclusion Officer and her team. Without their thoughtful stewardship of our work, the successes outlined in the pages of this Diversity in Action Year in Review would not be possible.

In 2023, we promised not to slow down in 2024. I am thrilled to report that we have accelerated the pace and will continue into 2025 with growing momentum. Please enjoy this year's Diversity in Action Year in Review, and please do not hesitate to reach out with your ideas and reactions.

Warmly,

Danny David



MESSAGE FROM HEATHER CHOI, CHIEF DIVERSITY & INCLUSION OFFICER

In March of this year, I will celebrate three years as Baker Botts' first Chief Diversity and Inclusion Officer. During those three years, our firm—and the world—has navigated several major transitions. Together, we have navigated the recovery from a global pandemic, observed violence and political unrest in various parts of the world, witnessed a highly contested U.S. Presidential election season, and adapted to a constantly evolving DEI landscape. And, despite the challenges of the last few years, I have never been more proud of our firm and our people. We have remained committed to our core values and our clients remain at the top of our collective priority list.

I am proud to share that in 2024 and for the sixth year in a row, Diversity Lab has recognized the firm as a Mansfield Certified Plus law firm. The firm is also proud to have received the 2024 Leadership Counsel on Legal Diversity (LCLD) Top Performer and Compass Awards, reserved for top performing individuals and organizations that show a strong commitment to building a more inclusive legal profession. And, for the third year in a row, we have been recognized by the Humans Rights Campaign with a perfect score on their corporate equality index as we continue to provide an inclusive place to work for our LGBTQ+ colleagues.

Our external accolades are only eclipsed by the steady development and diversification of our internal leadership as 83% of the 2024 partnership class are women, racially diverse, and/or LGBTQ+ while 70% of firmwide departmental leadership are women and/or racially diverse.

Notably, this year, the firm delivered on its plan to compete for the best and brightest law students by welcoming our first cohort of Rufus Cormier Diversity Fellowship Recipients. The DEI team also launched the first full round of the Diversity in Action Sponsorship Program and presented its first three-part training series for both attorneys and professional staff members. 2024 has been a great year for Baker Botts and I invite you to read more about the impact we are making below.

There is much to celebrate, but as we do so, we also pause to acknowledge that the work of diversity, equity, and inclusion requires all hands for the sowing and for harvest. There is more work to do, and we will continue to ensure that Baker Botts is a place where everyone has an equal opportunity to succeed and to belong. Thank you for your continued support as we welcome 2025 and all that it will bring.

Until Next Year,

Heather

The firm's Diversity & Inclusion Committee is comprised of a diverse group of partners from a broad range of practice groups and offices. This Committee is charged with overseeing firmwide diversity initiatives, including recruitment, retention, professional development and training for the benefit of all attorneys and professional staff members. Diversity & Inclusion Committee members also serve on one or more topical diversity subcommittees focused on issues like recruiting, retention, communication, training, and client relations.

Diversity & Inclusion Committee



Danny David
Managing Partner, Houston



Heather Souder Choi
Partner and Chief Diversity &
Inclusion Officer, Washington



Matthew Baker
Partner, San Francisco



Preston Bernhisel
Partner, Dallas



Christa Brown-Sanford
Partner, Dallas



Dorine Farah
Partner, London



Louie Layrisson
Partner, Houston



Allison Mallick
Partner, San Francisco



Derek R. McDonald
Partner, Austin



Veronica Relea
Partner, New York



David Sterling
Partner, Houston



Michael Yuffee
Partner, Washington

Our Associate Liaisons play an integral role in representing the interests of their fellow associates on several diversity subcommittees. They hail from five different offices, including London, and their contributions cannot be overstated. From offering innovative DEI training and program ideas to serving as first points of contact for associate concerns and suggestions, our Associate Liaisons are proof that Baker Botts' future is in excellent hands.

Our professional staff members are integral to the success of the firm and their voices are valued. We heard them regarding more inclusive DEI trainings and, in response, created a three-part DEI training series for all attorneys and professional staff members. Topics included "communication across differences," "invisible disabilities," and "intersectionality."

Associate Liaisons



Lindsay Buchanan
Senior Associate,
Houston



Karan Dhadialla
Senior Associate,
San Francisco



Natasha Gandhi
Special Counsel,
Dallas



Meher Kairon
Associate, London



Brandt Roessler
Senior Associate, New York



James Bostick
Associate, Washington



Victoria Miller
Associate, Dallas

Staff Liaisons



Kim Harley
Regional Records and
Information Governance
Manager, Washington



Ana Mena
Associate Director, Client
Development, Houston



Heather Choi
Partner and Chief Diversity
& Inclusion Officer,
Washington, D.C.



Ronnie Benion
Diversity & Inclusion
Coordinator, New York



Brandon Polk
A/V Specialist, Houston



Rose-Marie Vanbrabant
Office Administrator,
Brussels

D&I Team

DIVERSITY IN ACTION 2024

DID YOU KNOW that in 2024, the firm’s DEI related posts received 86,000+ views and 6,600 engagements?

The **60-Second Insight** series was downloaded almost **500 TIMES** and our most popular topics included Pride in Action, microaggressions, and Black History Month in the UK.

Our **Diversity in Action Fellowship** was renamed to honor retired partner, Rufus Cormier, the firm’s first African American partner.

Several of our affinity groups celebrated heritage months in fun and unique ways this year, including an Asian American Native Hawaiian and Pacific Islander trivia challenge, in which more than **300 PEOPLE** participated.

77% of Baker Botts employees have completed the voluntary self-identification survey and almost half have also opted into an affinity group.

Baker Botts sponsored **40+** external diversity related conferences, events, luncheons, and galas.

The DEI team hosted **20+ EVENTS** and over 500 Baker Botts employees attended DEI programs in 2024.

Summer/Fall Class & Partner Promotion Demographics: Women, Racially Diverse, and/or LGBTQ+



- Summer Associate Class **75%**
- Partnership Class **83%**
- Fall Associate Class **54%**

Diversity at the Top Demographics: Women and/or Racially Diverse



- Firmwide Departmental Leadership **70%**
- U.S. Partners in Charge **43%**
- Partners in Charge across all Geographies **42%**
- Executive Committee **46%**
- Administrative Chiefs **44%**

Women in Leadership



- Firmwide Departmental Leadership **60%**
- U.S. Partners in Charge **43%**
- Partners in Charge across all Geographies **33%**
- Executive Committee **38%**
- C-Suite **44%**



AGA KHAN FOUNDATION HOUSTON GOLF TOURNAMENT



ASSOCIATION OF THE U.S. ARMY CONFERENCE



LONDON WOMEN IN ACTION GILLIAN JASON GALLERY EVENT



LEGAL BENCHMARKING GROUP SOCIAL IMPACT AWARDS 2024



NAPABA 2025



NEW YORK OFFICE ROCKEFELLER TREE CLIMB



DIVERSITY IN ACTION SPONSORSHIP PROGRAM PROTEGES



BLACK HISTORY MONTH CELEBRATION WITH RUFUS CORMIER



HISPANIC HERITAGE MONTH CELEBRATION WITH JUSTICE REBECA HUDDLE



NEW YORK STOCK EXCHANGE
DIRECT WOMEN'S SANDA DAY O'CONNOR BOARD OF EXCELLENCE AWARD LUNCHEON



NEW ASSOCIATE ORIENTATION SERVICE PROJECT



DIVERSITY IN ACTION DINNER



IP DEPARTMENT OF THE YEAR AT THE ALM TEXAS LEGAL AWARDS



DALLAS PICKLEBALL EVENT



GIRLS RULE THE LAW EVENT

IMPACT HIGHLIGHTS

2024

Reception with Southern University Law School

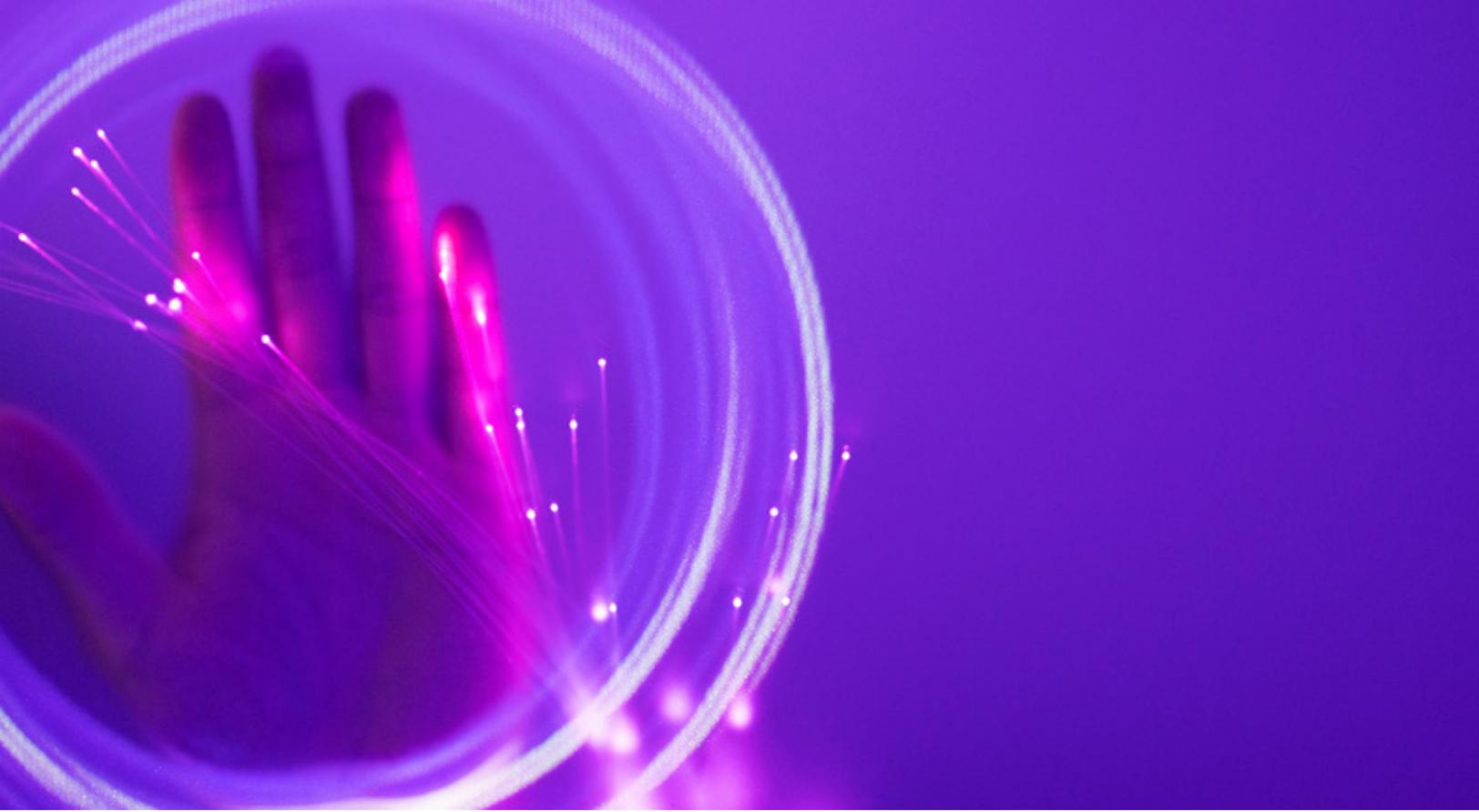
In January, the Houston office hosted a group of 25 law students from Southern University Law School. The panel discussion highlighted the importance of networking and provided students with an opportunity to meet Baker Botts attorneys and learn more about their practices.

Parenthood: A Candid Conversation

In January, the DEI team hosted a panel discussion for all professional staff members. The panel featured leaders from our recruiting, business development, and DEI teams and the topics addressed included parental leave, returning to work, and parenting young children while managing your career.

Black History Month

In February, the firm was pleased to feature retired partner, Rufus Cormier as our 2024 Black History Month Speaker. Rufus, joined by his wife, son, and daughter-in-law, delivered inspiring remarks about



his journey in law as the first African American partner at any major law firm in Houston. The firm also announced the Rufus Cormier Diversity Fellowship, which honors Rufus's achievements, and his commitment to excellence and diversity.

Div. Inc. Champions of Change Awards

In February, Baker Botts was a proud sponsor of the Div. Inc. Champions of Change Awards. Div. Inc. is a nonprofit dedicated to empowering people of color and women entrepreneurs and helping them build successful high growth businesses by providing founders with access to education, mentorship, and networking opportunities.

Raising Culturally Curious Kids

In March, the Washington, DC, office hosted attorney and author, Bunmi Emenanjo, for a lively discussion on raising culturally curious kids. Bunmi is the author of *I'll See You in Ijebu*, a children's book about a Nigerian girl visiting her Muslim extended family in the Nigerian countryside.

Women in Action Grit & Growth

In March, the Women in Action affinity group celebrated Women's History Month with a 12-day Grit & Growth Mindset Challenge. At the end of this 12-day daily challenge, the group participated in a discussion facilitated by Barb Abulafia, Director of Client Development - Coaching & Lateral Integration and reflected on their shared strategies for growth and development.

Life & Legacy of Lucy Stone with Steve Leifer

In March, retired partner, Steve Leifer, presented on the life and legacy of 19th century abolitionist and suffragette, Lucy Stone. Lucy paved the way for the 20th century woman's rights movement.

Reproductive Justice with Melissa Murray

In March, the firm was pleased to welcome NYU Law Professor and political commentator, Melissa Murray, as our 2024 Women's History Month Speaker. Professor Murray presented on the history of reproductive rights in the United States and the

future of women's rights in the wake of the *Roe* decision.

Diversity in Action Training Series Part 1: Communicating Across Differences

In April, the firm welcomed Paula Edgar, the first speaker in our three-part Diversity in Action Training Series. The workshop was designed to address the nuances of communicating across various dimensions of diversity and aimed to reduce misunderstanding and promote a culture of inclusivity in the law firm environment.

Women in Action: Financial Wellness for Women

In April, the Women in Action affinity group sponsored a financial wellness workshop designed to provide a framework for financial wellness specific to female law professionals, including practical considerations for implementing a financial plan regardless of where you are in your career.

AANHPI Heritage Month Celebration

In May, the firm celebrated Asian American, Native Hawaiian, and Pacific Islander Heritage Month in a unique way. More than 300 attorneys and professional staff members participated in a weekly trivia challenging highlighting the achievements, innovation, and leadership of Asian Americans, Native Hawaiians, and Pacific Islanders in the legal industry. As one of our most popular heritage month celebrations ever, the DEI team looks forward to more unique celebrations next year.

Baker Weekend: Diversity in Action Dinner

In May-June, the firm welcomed 50+ attorneys and summer associates to Austin for Baker Weekend. For the second year in a row, summer associates from underrepresented groups were invited to mix and mingle with attorneys and firm leaders from underrepresented groups during our Diversity in Action dinner at Sway Thai.

Memorial Day Celebration with Jan Scruggs

In June, and in celebration of Memorial Day, the firm welcomed Mr. Jan Scruggs, founder and creator of the Vietnam Veterans Memorial in Washington, D.C. The Vietnam Veterans Memorial honors fallen soldiers, whose names are engraved in the memorial.

Pride Month Celebration with Chloe Davis

In June, the firm welcomed Chloe Davis, Broadway performer and author of *The Queen's English*, *The Dictionary of LGBTQIA+ Lingo and Colloquial Phrases*. Chloe's talk was entitled "Together we Rise: Choosing the Right Language to Create the Inclusive Communities We All Desire." Earlier in June, the firm's Pride in Action initiative hosted a panel discussion for summer associates to discuss pending LGBTQ+ pro bono matters.

Sponsorship Program In-Person Kickoff

In June, the DEI team welcomed five protégés and their sponsors to the Houston office for our first Diversity in Action In-Person Kickoff. Our protégés enjoyed presentations about business development and networking strategies, executive presence, and law firm economics.

Diversity in Action Training Series Part 2: Invisible Disabilities

In July, the firm welcomed Christina Irene for a training entitled "Invisible Disabilities Awareness & Action." Christina's training highlighted how we can all be better allies to those suffering with a range of "invisible" medical or mental conditions.

Women in Leadership Panel

In August, the DEI team hosted a roundtable for sponsorship program participants featuring influential female partners, Christa Brown Sanford, Samantha Crispin, and Bridget Moore.

New Associate Orientation

In September, Heather Choi addressed our new associates during New Associate Orientation Week in Austin. During her presentation, Heather shared 10 ways new associates can get involved in DEI at Baker Botts, including attending DEI office hours, completing the voluntary self-identification survey, and by joining one of the firm's eight 8 groups.

Hispanic Heritage Month with Justice Rebeca Huddle

In September, the firm welcomed Texas Supreme Court Justice and former Baker Botts partner, Rebeca Huddle as our 2024 Hispanic Heritage Month Speaker. Justice Huddle was interviewed live from Houston by Heather Choi and shared stories from her childhood, lessons learned throughout her impressive legal career, and shared what her "celebrating Hispanic heritage" means to her personally.

Diversity in Action Training Series Part 3: Intersectionality

In October, the DEI team presented the third and final part of its inaugural Diversity in Action Training Series. Speaker and best-selling author, Michelle Silverthorn, spoke about how to make intersectionality matter at work and offered insights about how intersectionality shapes outcomes inside and outside the workplace.

Baker Botts London Women in Action Reception

In October, Heather Choi traveled to London for a Women in Action sponsored event at the Gillian Jason Gallery, a distinguished art gallery in London that champions female-identifying artists. Featured artists were Megan Baker and Eleanor Johnson.

Austin Diversity Score Card Release Reception

In October, Baker Botts was thrilled to be amongst only 15 law firms in Austin to earn a score of A on the Austin Diversity Score Card index. The results were announced during a reception sponsored by various local bar associations.

UT Law 1L Reception

In November, the Austin office hosted its annual UT 1L Reception. The event featured a panel discussion regarding navigating the legal job market, our summer program, and an explanation of the Rufus Cormier Diversity Fellowship.

Native American Heritage Month

In November, the firm celebrated Native American Heritage Month by highlighting Native Americans who have made significant contributions to the legal industry.

Charting Your Own Course

In December, the DEI team and seven associates attended the Charting Your Own Course Conference in Orlando, Florida. This pivotal conference prepares diverse associates to truly be successful at their respective law firms. Always popular amongst our associates, the feedback from this year's attendees has been overwhelmingly positive.

RECOGNIZING OUR SUCCESSES

(HONORS & AWARDS)

In 2024, Baker Botts achieved **Mansfield Certified Plus** status for the sixth year in a row.

The firm is proud to have received a perfect score for the fourth year in a row from the **Human Rights Campaign's Corporate Equality Index**, a national tool that measures the policies, practices, and benefits of employers for LGBTQ+ employees.

Baker Botts is proud to have received the **2024 Leadership Council on Legal Diversity (LCLD) Top Performer and Compass Awards**, reserved for top performing individuals and organizations that show a strong commitment to building a more inclusive legal profession.

LCLD Pathfinder, **Stephanie Kato**, has been awarded the 2024 Pathfinder Atlas Award, which recognizes her high level of engagement and commitment to the Pathfinder program.

Baker Botts has been named the 2024 Pro Bono Partner of the Year by Koch Industries. **Teresa Jones** played a key role in this award.

Chief Client Officer, **Catherine Zinn**, has been named to the 2024 NACD Directorship 100 by the National Association of Corporate Directors.

Baker Botts is thrilled to have been named the "Intellectual Property Department of the Year" by Texas Lawyer. The firm's IP group is one of the most diverse practice groups firmwide and is led by partners **Christa Brown-Sanford** and **Jennifer Tempesta**.

Baker Botts Partner, **Macey Reasoner Stokes**, was honored with the prestigious Karen H. Susman Jurisprudence Award given by the Anti-Defamation League's Southwest Region.

London Associate, **Thaysa Panza** participated in a roundtable discussion about the IBA Guidelines on Conflicts of Interest in International Arbitration during the annual São Paulo Arbitration Week Conference.

Molly J. Cagle, Danny David, and **Derek R. McDonald** were named "Lawyer of the Year" by The Best Lawyers in America.

Lindsay Buchanan, Kevin Chiu, Joyce Adetutu, Tyler Murray, and **Maddy Dwertman** were amongst those recognized as "Ones to Watch" by The Best Lawyers in America.

Baker Botts was recognized during the **Legal Benchmarking Group's Inaugural Social Impact Awards 2024** as the Professional Development Firm of the Year for our Diversity In Action Sponsorship Program.

Director of Recruiting, **Alison Ketabchi** has joined the PracticePro Advisory Board. PracticePro is a social enterprise bridging the gap between law school and law practice through a variety of training and coaching programs.

Senior Associate, **Natasha Gandhi**, was recognized as a Texas Super Lawyer-Rising Star (Thomson Reuters) for the third year in a row.

Partner Rachael Lamkin was recognized by the Women Leaders in Tech Law (Intellectual Property) as part of the California Legal Awards.

Senior associate **Kristina Vu** has been elected Secretary of the Asian American Bar Association of Houston.

Partner **Christa Brown-Sanford** has been recognized as a “2024 Minority Corporate Counsel Association (MCCA) Rainmaker. Each year MCCA honors attorneys from across the nation who have achieved success through innovative, consistent, and proactive business development.

Senior Associate **Brandt Thomas** Roessler named to list of “Best LGBTQ+ Lawyers Under 40.”

Baker Botts has once again been named a 2024 Tipping the Scales firm by **The Diversity & Flexibility Alliance**. The firm was recognized among 82 law firms for having 50% or more women in their 2024 new partner class globally and/or in the U.S.

Associate **Teresa Jones** organized and launched a group in Houston connecting Black women in environmental and energy law. Teresa was also elected to the **Houston Lawyers Association Board of Directors**.

Special Counsel **Elizabeth Singleton** elected to Chair Houston Bar Association’s Environmental Law Section for 2024-2025.

Partner **Stephanie Bergeron Perdue** has been named to the board of the Mickey Leland Environmental Internship Program, a diverse internship program for world changers.

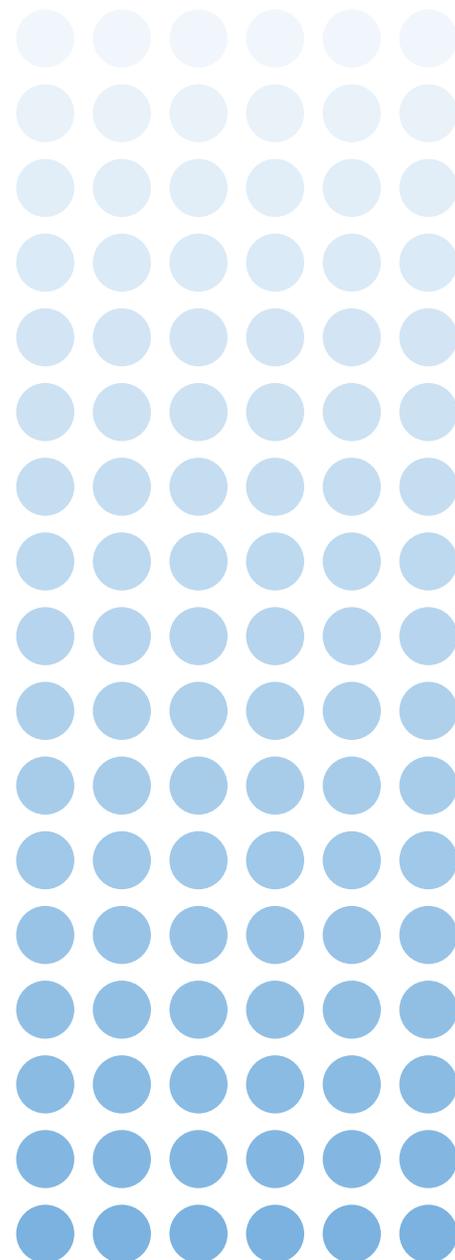
Associate **Emily Rohles** was recognized as Outstanding Director by the Houston Young Lawyers Association.

Special Counsel, **Sofia Doudountsaki**, founded the regional Greek group of “Women AT,” a platform recognized throughout Europe that promotes the public presence of women professionals in the antitrust legal sector.

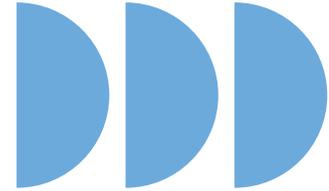
Partner and Litigation Department Chair **Bridget Moore** was named to Securities Docket’s prestigious “Enforcement Elite” list.

Partners **Jennifer Haworth McCandless, Veronica Relea** and **Rebecca Seidl Inglesby**

were named to Latinvex’s list of the Top 100 Female Lawyers specializing in Latin America for 2024.



TRANSFORMATIONAL NEW INITIATIVES



In 2024, the firm launched its first three-part DEI Training series for attorneys and professional staff. We also launched the first full round of the Diversity in Action Sponsorship Program and continued with our Spotlight on Success and 60-Second Insight initiatives as well as The Insight Newsletter.

Three-Part DEI Training Series

In response to feedback received from both attorneys and professional staff members about increasing collaboration opportunities for those in practicing and non-practicing roles, the DEI team launched its first three-part DEI training series for all attorneys and professional staff members. In April, the firm welcomed Paula Edgar for a workshop designed to address the nuances of communicating across various dimensions of diversity. In July, disability advocate, Christina Irene presented on “invisible disabilities” and underscored the importance of allyship. Finally, in October, Michelle Silverthorn educated us about intersectionality and how it shapes outcomes inside and outside the workplace.

Diversity in Action Sponsorship Program

In June, the DEI team welcomed five protégés and their sponsors to the Houston office for our first Diversity in Action In-Person Kickoff. The goal of the program is to enhance retention, development, and promotion of mid/senior level associates committed to diversity, equity, and inclusion at Baker Botts. Our protégés and sponsors hail from four different offices, including our London office, and have enjoyed six months of individualized programming, coaching, and sponsorship.

Protégés



Cailyn Knapp
*Senior Associate,
Washington*



Lori Ding
Associate, Houston



Kristina Vu
*Senior Associate,
Houston*



Tala Esmaili
Senior Associate, Dallas



Thaysa Panza
Associate, London

Sponsors



Sarah Dodson
Partner, Dallas



Rich Harper
Partner, New York



Michael Hawes
Partner, Houston



Jennifer Haworth
McCandless
Partner, Washington



Tom O'Brien
Partner, Dallas

60-SECOND INSIGHTS

60-Second Insights is a monthly series that addresses DEI related topics and questions in an easily digestible video format. In our ever-changing world, it is our goal to ensure that our people are growing, learning, and heard. Examples of topics addressed in 2024 include Ramadan, Code Switching, Black History Month in the UK, Microaggressions, and Jewish High Holidays.

THE INSIGHT NEWSLETTER

The Insight is the firm's quarterly newsletter containing information about various DEI initiatives, events, and other news across our offices.

DIVERSITY OFFICE HOURS

In 2024, Chief Diversity & Inclusion Officer, Heather Choi held office hours across the firm's offices, including the firm's London and Brussels offices. The DEI team is proud of its open-door policy and welcomes opportunities to connect in person with all of the firm's attorneys and professional staff members.

WOMEN IN ACTION

SPOTLIGHT ON SUCCESS

Spotlight on Success is an initiative designed to highlight and celebrate women in leadership role.



02.2024
Madeline McCune
Associate, Houston



04.2024
Teresa Jones
Associate, Houston



07.2024
Joyce Adetutu
Partner, Houston



09.2024
Samia Broadaway
Partner, Houston

DIVERSITY IN ACTION

NEWS COVERAGE

(HIGHLIGHTS)



Baker Botts Helps Secure Appellate Win for Texas Families of Transgender Youth

On March 29th, the Texas Court of Appeals, Third District, upheld injunctions in two related cases against the Texas Department of Family and Protective Services (DFPS) and DFPS Commissioner, barring them from implementing the agency's rule expanding the definition of child abuse to presumptively treat the provision of gender-affirming care as child abuse.

The Baker Botts team representing plaintiffs is led by partner Derek McDonald and senior associates Maddy Dwertman and Brandt Thomas Roessler. The team working on the appeals also includes Nish Bhan, Nick Palmieri, John Ormiston, and Parul Aggarwal.

Baker Botts Selects 2024 Diversity Fellowship Recipients as Program Renamed in Honor of Rufus Cormier

Six students were selected to receive the Firm's 2024 diversity fellowship, which has been renamed the Rufus Cormier Diversity Fellowship after retired Baker Botts partner Rufus Cormier, who, in 1981, became the first African American attorney at any major Houston law firm to be promoted to partner. The fellowships provide talented law students the opportunity to gain valuable experience at a large, global law firm and scholarship funds to assist with defraying the costs of their legal education. Congratulations to our 2024 fellowship recipients: Anuj Khoje, Victoria Moreno-Gama, Evan Ortiz, Akshara Rajavel, Aabha Singh and Taha Syed.

Baker Botts Honored in Five Practice Areas and Eight Lawyer Rankings by UK Chambers 2025

The firm has once again been honored by UK Chambers and Partners 2025 in five categories. The practice groups include Oil and Gas, Commercial Arbitration, Investor-State Arbitration, Public International Law, and Sanctions. Litigation Partner, Alejandro Escobar, achieved dual recognition in the practice categories of Public International Law and International Arbitration.

Baker Botts Represented Liberty Latin America in Acquisition of EchoStar's Mobile Spectrum

Following a review by the United States Department of Justice Antitrust Division and approval by the Federal Communications Commission, Liberty Latin America successfully closed the transaction to acquire EchoStar's spectrum assets in Puerto Rico and the United States Virgin Islands as well as approximately 85,000 pre-pay mobile subscribers. The Baker Botts team was comprised of attorneys from the New York, Houston, Washington, DC, and Austin offices.

Lawdragon Recognizes Connie Simmons Taylor in its Inaugural List of "500 Leading Global Real Estate Lawyers"

Lawdragon has recognized partner and firmwide Chair of the Real Estate & Construction Practice, Connie Simmons Taylor, in its inaugural list of "500 Leading Global Real Estate Lawyers." According to the publication, the honorees are "unsurpassed in their accomplishments in real estate transactions, development, land use, finance, REITs and more."

Baker Botts Lawyers Earn Tahirih Justice Center’s Journey to Justice Award

Baker Botts senior associate Steve Maule and special counsel Mike Silliman, along with Brandon Chen of Targa Resources, were honored at the Tahirih Justice Center’s annual national reception in Washington, D.C. as “Journey to Justice” honorees for successfully securing asylum for a client from Nigeria in U.S. immigration court.

The Journey to Justice 2024 award celebrates those who have shown exceptional commitment by offering their expertise, time, and compassion to immigrant survivors on their journey to justice, specifically those who have significantly impacted survivors’ lives and contributed to Tahirih Justice Center’s mission of ending gender-based violence.

Baker Botts Singapore Earns Recognition in Legal 500 Asia-Pacific Guide

The firm earned recognition in two practice categories and four individual lawyer rankings in the 2024 Legal 500 Asia-Pacific Guide. The firm is ranked Tier 2 in Energy: Foreign Firms (Singapore) and endorsed as a “Firm to Watch” in the Projects: Foreign Firm (Singapore) practice area. Baker Botts Singapore achieved these rankings in its first year of submission since re-entering the Asian market in September 2022 with the opening of its Singapore office.

Baker Botts Advises Lenders on the World’s Most Advanced Waste to Energy Project in Abu Dhabi

On 28 June 2024, Marubeni Corporation, Hitachi Zosen Inova (HZI) and the Japan Overseas Infrastructure Investment Corporation for Transport

& Urban Development (JOIN) announced financial close for the groundbreaking waste to energy (WtE) facility in Abu Dhabi, UAE. The facility will be developed for Emirates Water & Electricity Company (EWEC) and Tadweer Group. The plant aims to prevent a projected carbon emission of 1.1 million tonnes by processing 900,000 tonnes of non-recyclable waste annually.

Christa Brown-Sanford Named to Forbes’ List of America’s Top 200 Lawyers

Partner Christa Brown-Sanford has been selected to Forbes’ inaugural ‘America’s Top 200 Lawyers’ list. The inaugural list of ‘America’s Top 200 Lawyers’ highlights the finest practitioners in the profession—lawyers with stellar track records in their specialties, those who have broken barriers to emerge as leaders in their fields, and attorneys most respected by peers and clients, the publication noted. “Brown-Sanford’s electrical engineering background and extensive legal experience have made her a prominent patent litigation attorney,” Forbes noted.

FEMALE BAKER BOTTS ALUMNI RISE TO GC



Julie Mayo

Senior Vice President & Chief Legal Officer at Sempra Infrastructure



Andrea M. Stover

General Counsel at Pedernales Electric Cooperative



Alexandra Dapolito Dunn

President & CEO at CropLife America



Jessica Pulliam

Senior Vice President, General Counsel & Corporate Secretary at Atmos Energy

AUSTIN
BRUSSELS
DALLAS
DUBAI
HOUSTON
LONDON
NEW YORK
PALO ALTO
RIYADH
SAN FRANCISCO
SINGAPORE
WASHINGTON

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