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Spencer Fane Names Three New Members to DEI Committee

Spencer Fane is pleased to announce it has named partners Norma Izzo and Jon Watson and client development manager **Bernadette Lawson** as new members of the firm's Diversity, Equity, and Inclusion (DEI) Committee, effective January 1, 2024.

"We are absolutely thrilled to welcome these three new members to our DEI Committee, especially as we add our first staff member – Bernadette – to the team. Each new committee member shares our vision of fostering a diverse and inclusive environment where every perspective is valued and celebrated," DEI Committee Chair James Crumlin said.

In her legal practice, Norma helps clients assess complex family law matters and develops successful legal strategies, using her mediation training and experience to seek beneficial resolutions while also leveraging her significant courtroom experience to advocate for her clients in trial.

At Spencer Fane, Jon represents clients with a singular focus: to serve as a solutions-oriented business partner for employers facing labor and employment issues. What sets Jon apart is his drive to learn his clients' businesses and to give advice based on their unique circumstances and strategic priorities.

In her role as a client development manager on the firm's marketing team, Bernadette collaborates with attorneys on all aspects of individual and practice group business development efforts, including everything from planning meetings and retreats to handling pitches and proposals requests. She also currently serves on the Spencer Fane BOND connect group leadership committee.

As the three new committee members join the committee, attorney Elizabeth Wente completes her term on the committee, including three years as Chair.

“While Elizabeth is formally leaving our committee, she is never far from any firm diversity initiatives, and we will continue to depend on her valued wisdom and experience. Her guidance over the last three years as Chair has been invaluable to me, the committee, and the entire firm. I look forward to advancing the firm’s DEI mission and goals that Elizabeth so tirelessly pursued on our behalf,” Crumlin said. “We are all confident that she will continue to drive meaningful change, not only within our organization but also in the legal profession.”

The Spencer Fane Diversity, Equity, and Inclusion Committee, working in collaboration with the Executive Committee and other firm leadership, assists firm efforts by providing educational opportunities for attorneys and professional staff, measuring and monitoring each success and challenge, investing in formal and informal mentorship, and supporting attorneys and professional staff with a dedicated budget. The committee breathes life into fundamental principles that make our law firm strong, and a better place to work.

Learn more about the firm’s DEI efforts here.