

July 12, 2018

The Honorable Chuck Grassley, Chairman
Committee on the Judiciary
United States Senate
135 Hart Senate Office Building
Washington, D.C. 20510

The Honorable Dianne Feinstein, Ranking Member
Committee on the Judiciary
United States Senate
331 Hart Senate Office Building
Washington, D.C. 20510

Dear Chairman Grassley and Ranking Member Feinstein:

We are all of the former women law clerks to Judge Brett Kavanaugh who are not precluded by our current or pending employment from signing this letter. We, along with the rest of our colleagues, have already informed the Committee that Judge Kavanaugh would capably serve this country as an Associate Justice of the Supreme Court of the United States. Nevertheless, we feel compelled to write separately to convey our uniformly positive experiences with the Judge as a boss on issues of gender and equality in the workplace.

We know all too well that women in the workplace still face challenges, inequality, and even harassment. Among other things, women do not enjoy a representative share of prestigious clerkships or high-profile legal positions. But this Committee, and the American public more broadly, should be aware of the important work Judge Kavanaugh has done to remedy those disparities. In our view, the Judge has been one of the strongest advocates in the federal judiciary for women lawyers.

Starting with the numbers, Judge Kavanaugh has hired 25 women and 23 men as law clerks, achieving rare gender parity. That includes one year in which the Judge hired four women law clerks—something we understand had never previously been done at the U.S. Court of Appeals for the D.C. Circuit. And he has sent 21 of those 25 women clerks—an impressive 84 percent—on to clerkships at the Supreme Court. During his White House remarks on July 9, 2018, Judge Kavanaugh said: “I look for the best.” We are proud that so many of those hires have been talented women.

But the Judge’s record of supporting women is as much qualitative as it is quantitative. Mentorship is critical to advancement in the legal profession, and the Judge is a dedicated mentor to all of his clerks, men and women alike. He has counseled us on our career options, provided honest and highly valued recommendations to prospective employers, and sometimes given a much-needed nudge to those of us who doubted whether we were qualified to chase our ambitions. It is not an exaggeration to say that we would not be the professors, prosecutors, public officials, and appellate advocates we are today without his enthusiastic encouragement and unwavering support.

As you likely know by now, Judge Kavanaugh has two daughters, Margaret and Liza. If they decide to follow in their dad's—and grandmother's—footsteps and become lawyers, they will enter a legal profession that is fairer and more equal because of Judge Kavanaugh.

Sincerely,

Zina Bash (2007-08)

Kathryn Cherry (2013-14)

Marguerite Colson (2015-16)

Bridget Fahey (2014-15)

Morgan Goodspeed (2012-13)

Gillian Grossman (2014-15)

Kim Jackson (2017-18)

Saritha Komatireddy (2009-10)

Caroline Edsall Littleton (2011-12)

Julia Malkina (2011-12)

Jennifer Mascott (2006-07)

Claire McCusker Murray (2009-2010)

Sarah Pitlyk (2010-11)

Rebecca Taibleson (2010-11)

Caroline Van Zile (2012-13)

Katie Wellington (2014-15)

Porter Wilkinson (2007-08)

Candice Wong (2008-09)