

Q: Who is a woman that you admire?

A: I very much admire Queen Elizabeth I of England or "Good Queen Bess". In my opinion she is one of England's greatest monarchs, she defeated the Spanish Armada in 1588 saving England from invasion, and very much steadied the ship (in politics, finances and religion) during her long reign, leaving behind a much more stable and stronger nation. This is quite surprising considering that she was effectively discarded by her father Henry VIII for being born a girl and was then largely neglected after her mother was beheaded at the age of two. Fortunately, her father's last wife Catherine Parr ensured that Elizabeth was properly educated and taught the art of public speaking by Cambridge scholar Roger Ascham (which came in very useful later down the line). She suffered various stints in the tower of London or under house arrest before becoming Queen at the age of 25. During her reign, religious persecution was subdued and relative freedom allowed, the arts and theatre flourished and she reversed England's financial woes. Most interestingly, despite enormous pressures, she refused to marry and used her formidable powers of persuasion to avoid any marriages being forced on her by Parliament. All of her achievements were quite remarkable given her times.

Q: What do you love about your job?

A: I love the people I work with. They are such a kind, clever and imaginative bunch. My job is always interesting and there's always a fresh academic challenge to grapple with or a new business idea to pursue, but it's the people that make it really enjoyable for me. Whether it's the fun of working in a team sharing a laugh over a silly joke, or the sense of pride from the team effort resulting in a big win, or the joy in watching junior colleagues take on challenges and grow and succeed in the process, it's this side of my role that I derive most satisfaction and joy.

Q: What career achievement are you most proud of?

A: When I was a junior barrister I appeared for a deaf client on a disability discrimination case, which she won and in respect of which first personal damages order was made against the actual discriminator as well as more generally resulting in a finding against client's employer more generally (along with a significant financial remedies award). Her case was incredibly compelling and sad given what she had suffered. I was really glad to have been able to help her achieve a fair outcome from what had been a pretty miserable situation and it certainly made me feel like my decision to go into the law had been well made. I also got a small appearance on BBC West Midlands off the back of this case so my mum was pretty happy about it too.



Jennifer Fox

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Jennifer is a dispute resolution partner in the Cayman office. She has been practising in the Cayman Islands since 2009 (and in the BVI since 2008) and has substantial experience of all contentious issues coming before the Cayman Islands courts.

WOMEN'S DAY





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Q: What does success mean to you?

A: I think that "success" is very much a personal thing and a person feeling like what they are doing with their life is worthwhile. It's not about external recognition or big bank balances. It's about feeling that you are making progress towards your life goals and making a positive impact on the lives of others and enjoying yourself along the way.

Q: What's a small thing everyone can do to embrace equity?

A: I think that small steps in this regard are the most important but probably the most important step every person can take is to spend time trying to identify their own unconscious biases. I bet that almost every person has either suffered from the impact of or unwittingly perpetrated unconscious bias on another, but until we all take an unflinching look at what actually motivates our decision making processes at work, and gain awareness of our own unconscious biases then there's little that can be done to overcome it to bring about movements in the right direction. With awareness comes greater empathy and I think it is that insight we need to make better more equitable choices.