



India D. Williams

Partner and Co-Chair, ESG Risk and Investigations

ESG Risk and Investigations

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Purpose-driven and strategic, India D. Williams counsels Global 500 and Fortune 500 corporations and c-suite executives on some of the most complex global finance deals, corporate compliance matters, and government, regulatory and internal investigations.

Having served on a monitor team and representing clients in numerous federal, state and multi-state investigations, her breadth of experience covers matters in the transportation, health care, utility, energy, emerging tech and retail sectors. India has negotiated a host of deals totaling over \$10 billion.

Savvy negotiator with enforcement, audit and investigation skill

India has a particular passion for and experience with counseling clients in the fast-developing area of environmental, social and governance (ESG). Clients navigating the new and quickly evolving ESG landscape benefit from India's unique background negotiating high-dollar finance deals and handling white collar investigations. In addition to having advised corporate and capital markets clients on ESG enforcement actions, Nasdaq board diversity litigation, and climate change regulations, India has obtained certifications in ESG Risks and Opportunities and in ESG and Social Activism from the University of Pennsylvania's Wharton School. She also obtained a certification in "Sustainable Capitalism and ESG" from the University of California, Berkeley School of Law. She taught "ESG: Racial Equity Audits" at the University of Alabama School of Law.

Before private practice at major law firms, India clerked for Judge Bernice Donald, in the US Court of Appeals for the Sixth Circuit, and interned with Judge Lawrence S. Coogler, in the US District Court for the Northern District of Alabama. In law school, she was editor-in-chief of the *Journal of the Legal Profession*.

Committed to wellbeing for herself and others, India is a respected wellness advocate and the founder and CEO of Rooted Woman, a self-care and beauty products company. Rooted Woman built a support network of more than 15,000 women committed to radical self-care.

Practices

- Corporate Governance
- Environmental, Social and Governance
- ESG and Sustainable Investing
- ESG Litigation and Sustainability Compliance
- ESG Risk and Investigations
- Monitorships
- White Collar and Internal Investigations

Industries

- Energy
- Entrepreneurial Ventures
- Finance and Financial Markets
- Technology

Education

- JD, University of Alabama School of Law, *magna cum laude*
- The Wharton School, University of Pennsylvania, *ESG Risks and Opportunities Certification, ESG and Social Activism Certification*
- University of California, Berkeley, School of Law, *Sustainable Capitalism & ESG Certification*
- BA, University of Alabama, *magna cum laude*

Bar Admissions

- District of Columbia
- Illinois

Court Admissions

- US Court of Appeals, Sixth Circuit

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Representative Experience

ESG

- Counseled public company on modern slavery and human trafficking compliance.
- Evaluated potential impact of enacted and pending fair access legislation for a financial institution.
- Advised on municipal social bond issuance.
- Advised on M&A transaction involving a woman-owned business certification.
- Represented health care management company and its affiliates in creating ESG programs.
- Advised corporate and capital markets clients on ESG enforcement actions, Nasdaq board diversity litigation, and climate change regulations.*
- Advised a private equity company on climate change regulations and potential enforcement actions.*
- Counseled energy clients on recent ESG enforcement actions and litigation.*

Governmental Investigations & Corporate Compliance

- Served on the monitor team for a utility company placed under a monitorship as part of its five-year criminal probation.*
- Represented transportation companies in SEC and DOJ investigations and multi-state litigation.*
- Represented a retail company in internal investigation and in response to a state investigation.*
- Represented a Fortune 100 company in an internal investigation and in response to a state investigation.*
- Advised domestic and international companies on compliance issues, including, but not limited to, training and communications, third party due diligence, auditing, monitoring, tone at the top, risk assessments, policies and procedures, confidential reporting mechanisms, mergers and acquisitions, and disciplinary processes.

Community Involvements

- University of Alabama School of Law, Board of Directors

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Corporate Finance

- Represented a casino conglomerate in a financing transition to increase its footprint.*
- Represented a Fortune 100 bank in loan to emerging tech company raising capital.*
- Represented a PE investment company in a cross-border financing transaction.*
- Represented a publicly traded, Fortune 500 investment fund in purchase of notes from an online lending platform trust in order to break into the Fintech market.*
- Represented Fortune 100 bank in loan to music rights holder to provide additional liquidity enabling digitization of paper music portfolio.*

Insolvency/Restructuring

- Represented a retail company in the third-largest retail Chapter 11 in US History.*
- Represented a multinational oil company in a corporate restructuring of its offshore drilling activities.*

*Experience prior to Katten

Recognitions

Recognized or listed in the following:

- *Best Lawyers in America*
 - Ones to Watch
 - Commercial Litigation, 2025
- *National Law Journal*
 - DC Rising Star, 2023

News

- Johnjerica Hodge and India Williams Talk With *Private Funds CFO* About Investor Concerns Following Fearless Fund Suit (September 20, 2024)
- Johnjerica Hodge and India Williams Share Racial Equity Audit Tips with *Law360* (August 26, 2024)
- Katten Attorneys Recognized as *Best Lawyers®* and *Best Lawyers: Ones to Watch®* Award Recipients (August 15, 2024)

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Partner and Co-Chair, ESG Risk and Investigations

- *The National Law Journal* Honors Johnjerica Hodge and India Williams as DC Rising Stars (October 31, 2023)
- Katten Attorneys Distinguished by *Best Lawyers*® (August 17, 2023)
- *The Texas Lawbook* Interviews Johnjerica Hodge on What's Next for the ESG Movement (July 26, 2023)
- *Texas Lawbook* Reflects on Five Years of Katten in Dallas in Q&A With Mark Solomon (April 14, 2023)
- *Wolters Kluwer* Features Johnjerica Hodge and India Williams, ESG Practice (March 23, 2023)
- *The American Lawyer*, *Law360*, *Savoy* Feature India Williams and Katten's New ESG Practice (February 17, 2023)
- Katten Launches New Practice Focused on ESG Risk and Investigations (February 14, 2023)

Publications

- *UK Financial Insights from Katten* | Issue 18 (January 2025)
- *ESG Guidepost* | Issue 21 (January 2025)
- Financial Markets and Funds *Quick Take* | Issue 34 (January 2025)
- The Current State of Board Diversity Rules (January 13, 2025)
- 2024 Has Been a Momentous Year for ESG (December 20, 2024)
- *ESG Guidepost* | Issue 20 (December 2024)
- Artificial Intelligence in Consumer Lending: Addressing AI-Related Risks (November/December 2024)
- *ESG Guidepost* | Issue 19 (October 2024)
- *ESG Guidepost* | Issue 18 (September 2024)
- *ESG Guidepost* | Issue 17 (August 2024)
- *ESG Guidepost* | Issue 16 (July 2024)
- Financial Markets and Funds *Quick Take* | Issue 28 (July 2024)
- *Loper Bright* Creates ESG Regulatory Speedbumps for Companies (July 19, 2024)
- *ESG Guidepost* | Issue 15 (June 2024)
- *ESG Guidepost* | Issue 14 (May 2024)
- *ESG Guidepost* | Issue 13 (April 2024)
- *ESG Guidepost* | Issue 12 (March 2024)

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- *ESG Guidepost* | Issue 11 (February 2024)
- *ESG Guidepost* | Issue 10 (January 2024)
- ESG in a Nutshell (2024)
- *ESG Guidepost* | Issue 9 (December 2023)
- *ESG Guidepost* | Issue 8 (November 29, 2023)
- *ESG Guidepost* | Issue 7 (October 2023)
- *ESG Guidepost* | Issue 6 (September 2023)
- *ESG Guidepost* | Issue 5 (August 2023)
- ESG Litigation Trends (Summer, 2023)
- *ESG Guidepost* | Issue 4 (July 2023)
- ESG Foes Will Find Reinforcement in Affirmative Action Decision (July 13, 2023)
- *ESG Guidepost* | Issue 3 (June 2023)
- *ESG Guidepost* | Issue 2 (May 2023)
- *ESG Guidepost* | Issue 1 (April 27, 2023)
- Financial Markets and Funds Quick Take | Issue 13 (April 25, 2023)
- Financial Markets and Funds Quick Take | Issue 12 (March 17, 2023)
- ESG Litigation Heats Up in Marketing, Climate Pollution, and DEI (February 16, 2023)

Presentations and Events

- General Counsel Conference East (October 2–3, 2023) | *Speaker* | *Hot Topics in the ESG Sector*
- Startup Law 101, Hosted by Meta (May 4, 2023) | *Keynote Speaker*