

DIVERSITY at Wilson Sonsini

Firm Holds Virtual Women’s Leadership Summit

On December 2-4, 2020, 275 of our attorneys across all practice areas and geographies attended the firm’s biennial Women’s Leadership Summit. With the theme “Owning Your Career,” the three-day virtual event—which included interviews and panel discussions featuring partners, clients, and alumni, as well as small-group breakout sessions—was designed to build attendees’ leadership, mentoring, and relationship skills and encourage them to think about the best strategies to grow and enhance their careers.



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Day One

The summit kicked off with a welcome address from partner and board chair Katharine (Katie) Martin, who highlighted the progress women have made in advancing both within the firm and the broader legal profession since the 2018 Women’s Leadership Academy. She also commented on law firms’ limited success in retaining and promoting women attorneys—particularly minority women attorneys—and emphasized the need to remain focused on this area. Katie concluded by reinforcing the firm’s commitment to diversity and inclusion, and to providing a supportive work environment where everyone can be themselves and thrive.

Next, international performance and mindset consultant Shona Rowan

delivered “Step Up and Stand Out: Impact, Influence, and Visibility for Women,” which offered numerous tips on how to develop and refine your personal brand. Among other valuable advice, Shona encouraged attendees to:

- Learn to promote yourself and the great work you do.
- Look for opportunities to boost your profile and visibility.
- Proactively seek feedback to uncover your strengths and areas for development.
- Grow your network both online and offline.
- Sharpen your elevator pitch: Who you are, what you do, and how you help your clients.
- Speak with confidence and conviction.

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Clockwise from top left: Susan Creighton, Kathy Ku, and Katie Martin

One of Shona's main takeaways was that hard work alone isn't enough—that while we like to think our work speaks for itself, too often it doesn't. Therefore, it's incredibly important to make a conscious effort to raise your profile. As Shona pointed out, self-promotion will help ensure that

people are aware of you, the work you do, and the value you bring. This concept would be a key theme throughout the Women's Leadership Summit.

The event continued with "From SCOTUS Clerk to Partner: A

Conversation with Women Who Clerked for Women," moderated by Katie Martin and featuring D.C. antitrust partner and regulatory department chair Susan Creighton and Los Angeles corporate partner Kathy H. Ku. Susan was a law clerk for Sandra Day O'Connor, the first woman to serve as a justice on the U.S. Supreme Court, in 1986-1987. Kathy was a law clerk for Ruth Bader Ginsburg, the second-ever woman Supreme Court justice, in 2004-2005.

The session began with Susan and Kathy recalling the sense of intimidation they felt upon arriving for the first day of their clerkships. "I remember thinking, 'Will I ever get used to working here?' And I never really did; I never lost that sense of awe, because it is so much bigger than you," Susan said. Kathy expressed a similar sentiment: "I'd like to say I felt up to the occasion, but it's hard to feel that way at the Supreme Court."

When asked about the nature of the interaction between the justices, Susan and Kathy said that while the justices

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Our Stand Against Racism and Violence Targeting the AAPI Community

Wilson Sonsini condemns all forms of injustice, including racism, xenophobia, hate, discrimination, and violence targeting specific individuals and groups. We stand in solidarity with members of the Asian community, including our Asian American and Pacific Islander (AAPI) colleagues, clients, and friends, as we witness the disturbing rise in xenophobic rhetoric, harassment, and violence against AAPI communities, punctuated most recently by a horrific attack that took place on March 16.

As we noted in [Our Commitment to Community and Change](#) last year, the awareness, unity, and collaboration that come out of these tragedies can move us forward, but we must be willing to act. We stand steadfast in support of the AAPI community during this turbulent time, and will continue to provide a safe, diverse, and inclusive workplace for all employees in accordance with our firm's values.

Please [click here](#) to read our full statement.

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didn't casually drop by each other's chambers—Susan likened the notion to the president of one country visiting the president of another country unannounced—they would deploy their clerks to deliver messages, or even meet beyond the confines of the imposing Supreme Court building. For instance, Susan remembered seeing ideological opposites Chief Justice William Rehnquist and Justice William Brennan strolling arm-in-arm in the courtyard. “It was a place infused with such seriousness and gravity, but there was a lot of collegiality and friendship as well, not just among career staff, but among the justices and the clerks,” Kathy observed.

Kathy also had the unique, indelible experience of being among Justice Ginsburg's dozens of former clerks to line the steps of the Supreme Court as the justice's casket was ushered in for a private memorial service following her passing last September. “It was oddly difficult to be there, because it was so unexpected—even though it was the most natural thing in the world,” Kathy recalled. “We had been lulled into this feeling of complacency, that she'd always be there. It really was an honor.”

Despite holding clerkships at the nation's highest court, neither Susan nor Kathy became a litigator, though both women said their experiences were instrumental in helping them determine what they didn't want to do. Following a clerkship for Federal District Judge Pamela Ann Rymer, Susan began her career practicing corporate and tax law before clerking for Justice O'Connor. She subsequently tried both securities and IP litigation at Wilson Sonsini before transitioning to antitrust. Despite her lack of knowledge in the area, once Susan volunteered to work on a case for a small company called Netscape, she knew she had found

her calling. She eventually wrote the white paper credited with triggering the Department of Justice's investigation and eventual suit against Microsoft for illegal monopolization.

Meanwhile, Kathy's clerkships (she clerked for the Ninth Circuit prior to her SCOTUS clerkship) helped her realize she was not particularly well-suited to being either a professor or an appellate lawyer. In fact, she specifically asked every firm she interviewed with if she could do six months of corporate transactional work and six months

“Everyone's going to find their different hat trick they use to get through moments in life that are too crowded. Find what's going to keep you engaged while also allowing you to have a personal life.”

– **Kathy Ku**
Partner, Wilson Sonsini

of litigation before deciding upon a practice. Once Kathy started practicing corporate law, “it felt like coming home,” she said. “I really enjoyed it in a way that was very different from my experiences working on securities litigation cases that had come up on appeal.”

When asked what advice they would impart to young attorneys, Kathy and Susan stressed the importance of being open to new opportunities and looking at the big picture. Kathy recounted a story from when she was a junior associate trying to work on every possible transaction. The most senior partner at her firm sat her down and told her to pick one or two matters and

really excel at them. “He said, ‘I know you're worried you lost time because of your clerkships, but you need to play the long game,’” Kathy remembered. And as Susan put it, “Be open to trying new things in order to find the ones you're good at and you enjoy, because that makes all the difference.”

Susan and Kathy closed the session by speaking about their experiences as working mothers. Susan left Wilson Sonsini from 2001 to 2005 to serve as Director of the FTC's Bureau of Competition, and said that while she loved working there, she was often in meetings for up to 12 hours a day. When she decided to return to the firm, she negotiated a part-time schedule to spend more time with her young family. “I was really grateful that I could trust the firm to work with me on making that kind of arrangement,” Susan said, adding, “I'd encourage you not to over-pressure yourself to think you have to be doing all things all the time. There will be different seasons in your life, when you may want to do one thing more than another.”

Kathy emphasized that each individual's situation is unique, but urged audience members to be kind to themselves as they figure out what kind of balance they need. With two sons, now 14 and 11, she and her husband have made careful decisions about how they organize their family life. “Everyone's going to find their different hat trick they use to get through moments in life that are too crowded,” Kathy said. “Find what's going to keep you engaged while also allowing you to have a personal life. Unless you really strive for sustainability, something will fall away that you'll regret later.”

“One thing I found admirable about what Susan said was that she was willing

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to ask," Kathy continued. "Don't be afraid to tell people what you need to be a value-added member of the firm, or to ask for support. We can't do everything, but we can help—and we can help best when we know what you need to be the lawyer you want to be."

Day Two

The second day of the summit began with a session in which Delaware litigation partner Brad Sorrels interviewed his former colleague, current Delaware Supreme Court Justice Tamika Montgomery-Reeves, who practiced in the firm's Georgetown and Wilmington offices from 2011 until 2015, when she was tapped by Delaware Governor Jack Markell to be a vice chancellor on the Delaware Court of Chancery. In 2019, she was nominated to the Delaware Supreme Court, and today is the first African American and the third woman to serve on Delaware's highest court.

According to Justice Montgomery-Reeves, her pursuit of a legal career largely resulted from her grandmother's influence. "When I was young, she told me about a man she believed was wrongly accused of a crime," she said. "He was poor and illiterate, and he couldn't navigate the criminal justice system. My grandmother told me he was railroaded into a guilty plea and spent his entire young adult life in prison. She constantly talked about the importance of knowing your rights and using whatever you have—your education, your platform, your influence—not to just better yourself, but to help others." Consequently, Justice Montgomery-Reeves decided early on that she wanted to be a lawyer.

She initially thought she'd be a criminal attorney, but during law school at the University of Georgia, she fell in love with corporate law in a corporations

class taught by one of her advisors. She proceeded to take every corporate course



offered, and eventually told that advisor she wanted to pursue a career in corporate law. He encouraged her to apply for a clerkship at the Delaware Chancery Court and wrote her a letter of recommendation. Justice Montgomery-Reeves traveled to Georgetown, interviewed with then-Chancellor (and current Wilson Sonsini partner) William Chandler, and the rest was history. "It was the most amazing opportunity I've had," she said. "It really shaped the trajectory of my career and is a large part of why I'm sitting here today."

Justice Montgomery-Reeves spoke with fondness about her time at the firm, including her experience working with "lifelong mentor" Chancellor Chandler and her Delaware office colleagues, but explained that she always felt a strong pull to give back—another product of her grandmother's influence. "I really wanted to use the skills I'd developed to help people," she shared. "For me, there was no better way to do that than to become a judicial officer."

In the same vein, Justice Montgomery-Reeves expressed admiration for the late Justice Ginsburg, whom she had the opportunity to interview in 2018. "I think we should try to model—to the extent we can—Justice Ginsburg's lifetime of service," she said. "She literally dedicated her entire career to equality, to making the world better for other people." Justice

Montgomery-Reeves encouraged those in attendance to engage in pro bono work



as a meaningful way to give back, noting, "We are so lucky to be in the positions we are in. Use whatever it is you can to improve the lives of others."

When asked what motivates her each day as a Delaware Supreme Court judge, she said, "I really enjoy studying the law, digging into the facts of cases, and trying to figure out the right answer. I love thinking about where the law is, where it should go, and how it should develop." She added, "I like that I'm able to bring my perspectives to the various cases we hear. I think the best way to get to the best decisions is to have diversity of thought—and by that, I mean all types of diversity, whether it's age, race, gender, means, or experience in our lives."

Justice Montgomery-Reeves also spoke about the importance of mentors in her career, expressing gratitude for the wonderful mentors and sponsors she's had at every turn. For instance, during her Chancery Court clerkship, Chancellor Chandler took the time to talk to her about her work product and writing, the substance of the law, and the overall importance of the position, and she in turn watched him deal with all manner of issues as Chancellor. He continued to mentor her when she was an associate at Weil, Gotshal & Manges following her clerkship, and when he left the bench to join Wilson Sonsini, he called her

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and asked her to join him. Later, he sponsored her partnership at the firm and served as a reference for her judicial positions.

“Whatever you want to do, wherever you want to go, someone before you has done it, and often those people are willing to help you ... I really believe that having good mentors and sponsors is a key ingredient for success.”

— Justice Montgomery-Reeves
Delaware Supreme Court

“Whatever you want to do, wherever you want to go, someone before you has done it, and often those people are willing to help you,” Justice Montgomery-Reeves said. “It’s so important to seek out and use mentors. Think about what you’re interested in and look for people who are successful at what you want to do, both inside and outside the firm. Recognize the strengths different people have and figure out what you can learn from each person. Then, reach out and see if they want to meet. I really believe that having good mentors and sponsors is a key ingredient for success.”

Next, Justice Montgomery-Reeves shared advice for junior attorneys on navigating the law firm environment. First, she said, when someone trusts you to do something, take ownership and put everything you have into it—prove to the person who trusted you that they were right for trusting you. Second, take pride in everything you do, no matter how small the task: “Being a good team member matters—and *showing* people that you’re a good team member matters.

Don’t wait for others to figure out what your talent is; show them.” Finally, she said, “Be open to opportunities you don’t necessarily expect. If you’re asked to do something interesting, consider it, because you could get exposure you didn’t realize. And if you need to, create opportunities for yourself.”

Justice Montgomery-Reeves ended the session by talking about the challenges of balancing her career with her family life. She again harkened back to Justice Ginsburg, recalling the icon’s famous quote, “You can’t have it all, all at once.” Justice Montgomery-Reeves agreed with the sentiment, saying, “You may have 10 matters, and one is completely taking the majority of your time. It doesn’t mean you’re not coming back to the others—it just means at that moment, one thing demands more. That’s how I look at my ability to juggle everything—it changes from week to week, day to day, hour to hour.”

After a brief break for small group discussion, Day Two continued with “Success Through Sponsorship,” a panel featuring partners Wendy Devine (patent litigation, San Francisco), Jennifer Fang (corporate, Boston), and Marty Waters (corporate, San Diego). The panel was moderated by Palo Alto-based technology transactions associate Rosalind Schonwald.

The group began with a discussion about the distinction between mentors and sponsors, with the consensus being that while mentorship tends to focus on coaching and skill development, sponsorship is more about advocacy and helping to develop and amplify an individual’s brand. “Sponsors may provide mentorship, but they’re going to go outside of your relationship to advocate for you,” Wendy said. “I like to say that mentors are like coaches, while

Tips for Building Relationships with Sponsors

Wendy, Jen, and Marty shared the following tips for identifying and cultivating sponsor relationships:

- Remember that sponsors aren’t limited to individuals in your practice, your office, or even the firm—they can be clients or board members of your client, who can call your partner and put in a good word for you.
- Be yourself and build an authentic relationship with your sponsors. Asking them to advocate for you without that authenticity will be challenging.
- Communication is key—and should be initiated by the beneficiary. Pick up the phone or initiate a video chat; it’s difficult to connect solely through email.
- The easier you make it for the sponsor to do something for you, the more likely it is to get done. And be specific about what you need—you can even tee up an email for them to send.
- Consider running ideas by your mentor before approaching a sponsor. Your mentor can advise on how to best leverage your sponsor relationships.
- Ask for feedback and take it to heart—even (especially) if it’s about something that needs improving.
- Express gratitude when sponsors go out of their way to help you. It’s another opportunity to further build your brand.

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sponsors give you opportunities,” Jen added.

As far as identifying sponsors, they pointed out that anyone who hires you or gives you an opportunity to work on a project is a potential sponsor. Additionally, they agreed that the beneficiary needs to proactively self-promote to maximize the sponsor relationship, echoing Shona Rowan's point from the previous day. “You might assume people are seeing all your successes and the good work you're doing, but you really have to promote yourself to grab their attention,” Marty said.

“I thought people would just notice the work I was doing, but I realized it was up to me to self-advocate and point out to people, ‘This is what I'm doing and now I want this opportunity,’” Wendy confirmed.

Another overarching theme was that it's incumbent upon the beneficiary to make it as straightforward as possible for the

“Be specific about the opportunities you want, so you'll be top of mind when those opportunities arise.”

– **Jen Fang**
Partner, Wilson Sonsini

sponsor—who often has limited time—to advocate on their behalf. “A lot of your job is to make it easy for people to help you,” Jen pointed out. “Give sponsors nuggets they can share with other people. Don't make it their responsibility to research what you have or haven't done. Be specific about the opportunities you want, so you'll be top of mind when those opportunities arise.”

As an example, Wendy recounted the experience of junior associates telling her they wanted to be involved in business development. “That's a hard thing for me to push forward for them, because it's so vague and broad. Instead, if someone comes to me and says, ‘There's an organization in the community I want to get involved in, and what I need is permission to do X, Y, and Z,’ I will make that happen.” Marty, Wendy, and Jen said they currently sponsor other attorneys by working with them to promote their growth and give them client-related opportunities. As sponsors themselves, they spoke about the importance of taking time to offer feedback and touting the strengths of the beneficiaries to others around the firm.

“Remember,” Jen shared, “there's also an incentive for sponsors. The firm is made of its people—we're the product and the service. Sponsors get a lot of value out of being good sponsors.” On the other hand, from the beneficiary perspective, “Make sure you don't let that person down. That's critical to cultivating sponsors. They're expending their goodwill in advocating for you, so you want to make sure you're doing them justice.”

Day Three

The third and final day of the Women's Leadership Summit started with “From Paralegal to GC,” featuring firm alumna and Zynga Chief Legal Officer Phuong Phillips participating in an interview with Katie Martin.

After completing her undergraduate studies at UCLA—and deciding against pursuing a job in broadcast journalism—Phuong took a job as a corporate paralegal in the firm's Palo Alto office. Though her initial decision to interview with Wilson Sonsini was influenced

more by a friend in Attorney Recruiting than a burning desire to pursue a legal career, working with innovative clients like Netflix led her to “fall in love with what the firm represented—the



entrepreneurship, joy, and excitement of creation.” That drove her, she said, to think Silicon Valley was the place to be, and she decided to return to school for a law degree.

Upon graduating from UCLA School of Law, Phuong came back to the Palo Alto office as a corporate associate. Though she says she was not a quiet person, she was timid when it came to fighting her own battles—but with some encouragement, she learned to advocate for herself.

“My now-husband was also at the firm, and he told me, ‘There's this deal in your group you should look into,’” Phuong recalled. “It was the Google IPO. He said to go tell the partners that I wanted to work on it. I vouched for myself and said, ‘I may be junior, but I was a paralegal here and I know the process.’ So, I got to work on it, and that jumpstarted my interest in more IPO work.”

Several years later, after building a successful corporate and securities practice, one of Phuong's clients, the general counsel of SolarCity, called to see whether she'd be interested in joining the company to help take them public. She declined, saying it wasn't a good time. He called again, offering her the position—and again, she declined.

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"I think it was that fear of change and getting out of my comfort zone," Phuong said. But when the GC called a third time, she agreed to hear him out—and ultimately decided to join his in-house team.

Phuong arrived at SolarCity in 2011 and helped guide the company to a successful IPO in 2012, becoming one of five women vice presidents at a company of 15,000 employees. She led the team that handled SolarCity's \$2.6 billion acquisition by Tesla in 2016, stayed on as Tesla's associate general counsel, and then joined Zynga as chief legal officer in 2017.

Phuong admitted that being an in-house GC pushes her outside her comfort zone on a daily basis, but noted that she's enjoyed the challenge of learning about areas she wasn't originally as familiar with, such as litigation and privacy. At the same time, she said, "You don't have to know everything—you just have to have a strong team and strong outside counsel. And you have to have a strong gut. I may not know the nuances of everything, but if something doesn't feel right, I'm going to speak up."

When asked for advice on how and when to speak up, especially as a woman, Phuong described the importance of speaking both sparingly and strategically. "My big philosophy is, don't talk all the time, because if you do, you become background noise. I stay quiet unless I feel strongly that I need to say something. I'm very mindful about when I push an agenda—and when I do, I find I'm much more successful."

Phuong also spoke proudly about Zynga's willingness to give her a platform to promote diversity, particularly gender and racial diversity, which was a primary reason she decided to join the company. When she took

the job, Zynga's board was already 50 percent women—an impressive statistic, particularly for a gaming company. Though there's room for progress in the overall gender ratio of employees, it's something Phuong and the company are working on. "It has to be 50 percent women—we really want that representation," she said. Today, among other initiatives, Zynga offers executive coaching for women and a mentorship program that pairs executives with women employees. "Anyone can make a change, and that's what I want to do with my platform," Phuong explained.

Of note, Phuong's legal department is currently 75 percent women and 50 percent people of color. She takes pride in mentoring all of the attorneys on her team. Because her goal is for all of them

"You want a mentor you can emulate. And you don't just need one mentor, you need many—find the attributes you want to have, seek those individuals out, and be the perfect you based on what your mentors bring to the table."

— **Phuong Phillips**
Chief Legal Officer, Zynga

to become a GC someday, she is invested in their growth and makes a point of being accessible and meeting with each individual on a regular basis.

More broadly, she emphasized the importance of mentorship in developing one's career.

"You gain confidence by having the support of a mentor," Phuong said. "When I was starting out, you didn't

see as many women partners, but I was fortunate to have incredible male mentors. Being a mom made it more challenging at times, and I'd go around the firm and look to see which partners had family photos on their desks, because obviously family was important to those people, and those are the folks I sought out. You want a mentor you can emulate. And you don't just need one mentor, you need many—find the attributes you want to have, seek those individuals out, and be the perfect you based on what your mentors bring to the table."

With two daughters, now 14 and 13, Phuong has first-hand experience juggling the demands of career and family. She admitted she doesn't have great work/life balance, but she credited a strong support system for helping her keep all her balls in the air. In addition, taking time out for herself is essential. "For me, sometimes that means waking up at 4:00 a.m. to do a 30-minute workout," Phuong said. "I have to remind myself that I need that private time, or else everything else will fall apart around me."

In what little spare time she has, Phuong serves on the boards of three nonprofits—the California Minority Counsel Program, the Law Foundation of Silicon Valley, and Project Glimmer. She's especially proud of her involvement in Project Glimmer, which aims to build self-confidence in adolescent girls to help them envision and realize an empowered future.

In fact, Phuong's final message to attendees centered around this notion of empowerment. Above all, she said, "Do not compare yourself to others. Everyone's form of success is very different. Success is within. That's really resonated with me as I've gotten older."

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The final session of the summit, "Reflections on Our Careers," featured Palo Alto tax partner Myra Sutanto Shen moderating a panel that included Cynthia Bright, deputy general counsel and head of worldwide litigation at HP; Angela Chadwick, associate general counsel at Tesla; and Kiki Haar, general counsel at Sumo Logic. The three accomplished women spoke about the paths that have led them to their current roles, the challenges of navigating career goals, and the importance of sponsorship and self-promotion, among other topics.

Angela, a North Carolina native who holds a J.D. from Harvard Law and an M.B.A. from Wharton, kicked off the panel discussion by describing her legal career, which has included in-house positions at Motown Records, MCI Worldcom, and the Atlanta Housing Authority, as well as a judgeship in Fulton County Magistrate Court—a "life-altering two years," she said. Angela joined Tesla as managing counsel in 2018 and currently serves as associate

"I tell my teams, 'Feel comfortable telling me what your long-term goal is, because I can help you get there.' To me, that's one of the major ways you can show up as a sponsor for someone else."

— **Angela Chadwick**
Associate General Counsel, Tesla

general counsel. "You never know where your blessings might be," she said of the somewhat unexpected turns her journey has entailed.



Clockwise from top left: Myra Sutanto Shen, Angela Chadwick, Kiki Haar, and Cynthia Bright

Cynthia described her career path as similarly non-linear. After graduating from Georgetown Law, she practiced healthcare regulatory law in-house before switching to litigation. In 1998, she joined Wilson Sonsini as a litigation associate working on securities and IP cases. Cynthia became director of litigation at Atmel in 2003 and later moved over to HP, where her responsibilities have changed every few years, ranging from managing IP litigation to overseeing all U.S. and then global litigation and investigations, and now also encompassing employee counseling and benefits. "I have been completely willing to reinvent myself at various points," Cynthia shared.

In contrast, Kiki's journey has been more straightforward. Upon graduating from Berkeley Law, she joined the firm as a first-year corporate associate in 2000. One of her major clients was Informatica, and after several years of doing their corporate and M&A work, their GC persuaded her to come in-house in 2010. Kiki was at Informatica for five years before the company decided to sell itself and go private, after which she

was promoted to SVP, general counsel, and chief privacy officer. She made the move to Sumo Logic in 2018, after being introduced to the company's CEO by a former Wilson Sonsini colleague. "I was lucky, but I think I made my own luck, too. I built those relationships, which turned into great career opportunities for me," Kiki said.

In a discussion about career goals and deciding whether to disclose them to current employers, Kiki and Angela encouraged attendees to find and build relationships with supervisors and mentors who encourage goal-sharing and are willing to support them in the pursuit of those goals, even if they don't involve staying in their current role. "At the end of the day, I want you to be happy and fulfilled professionally," Kiki noted. "You should work for people who want that for you, who put that above the organization's needs. Happy and fulfilled people are inspired to do well."

Added Angela, "I tell my teams, 'Feel comfortable telling me what your long-term goal is, because I can help you get there.' To me, that's one of the major

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ways you can show up as a sponsor for someone else. At the same time, it's important to recognize that not everyone's there—some people might see that as a threat to their group. But where you find that person who opens the door to that discussion, go for it.”

All three panelists—as well as Myra—credited sponsors for helping them advance in their careers, whether by going to bat for them in challenging situations, providing them with opportunities based on past performance, or pushing them out of their comfort zones. For example, Kiki said that because Informatica's GC thought highly of her work as outside counsel, he hired her to join his team and even expanded her portfolio of work when he left the company—and he continues to be both a sponsor and a mentor to her today.

“It's so important for us as women to have sponsors,” reaffirmed Angela. “I have all types of special class considerations—I'm African American, I'm a woman, and I'm over 40—and those things can form a narrative if there's an opportunity I'd like to be considered for. So, having a sponsor who will speak up for me is very, very important.”

As Cynthia explained, sponsorship can take many forms. “To me, sponsorship is about what happens when things go wrong. What's the talent conversation the next day? Is it, ‘Oh, she's

incompetent,’ or is it, ‘She's amazing, but that did not go well—how can we help her in this situation?’ The sponsor is the person who says the latter, who is still there for the person. To me, that is sponsorship.”

The women ended the session with a discussion centered around the art of self-promotion, with each individual

“What's hard is that you're threading the needle of self-promotion with the gender norms people are placing on you ... Push yourself to speak up and get into the habit of sharing your story.”

– **Kiki Haar**
General Counsel, Sumo Logic

offering suggestions based on her own experience. For Kiki, who admitted that self-promotion isn't one of her strengths, the most effective approach has been to excel at her job: “For me, it's about being on top of things, making sure I know what's going on, and speaking up when I can. There's an authenticity involved in self-promotion, and you need to figure out what works best for you.”

In contrast, Cynthia takes a very direct approach, maintaining an ongoing list

of her team's accomplishments to share during the executive committee review of her function. For her self-assessment, she writes down her achievements in a way that makes it easy for her supervisor to advocate on her behalf. “I write them as if I'm writing on behalf of a friend,” she explained.

Angela commented that she's seen metrics used as a highly effective tool for self-promotion in group settings, recalling an Atlanta Housing Authority colleague's use of numbers to inspire confidence in her work. “She'd tell you what the task was, chart out how she'd address it, and report back regularly to show that she'd hit all of her metrics.” Angela said that over time, everyone was confident that if this colleague was assigned a task, it would be handled successfully. “I aspire to do that, because it was so persuasive.”

Above all, Kiki emphasized the importance of making your voice heard. “We're women in an industry that's dominated by men, in technology, which is also dominated by men. What's hard is that you're threading the needle of self-promotion with the gender norms people are placing on you. I make sure to speak up when I can. You cannot not speak up. When I'm agitated, I force myself to speak up about it. People need to know that my voice matters, that I'm entitled to have a voice in this room. Push yourself to speak up and get into the habit of sharing your story.”

Meet Our Newly Elected Diverse Partners

In December 2020, 12 of the 15 Wilson Sonsini attorneys elected to the firm's partnership were diverse—defined here as attorneys of color, women and nonbinary attorneys, LGBTQ+ attorneys, and attorneys living with disabilities—representing 80 percent of the most recent new partner class. In this feature, we get to know these highly accomplished attorneys, who share their elevator pitch, ways they relax, and non-attorney career aspirations, among other details. All officially became partners on February 1, 2021.



Sheryl Shapiro Bassin

*Litigation, New York
J.D., Georgetown University
Law Center*

Joined Wilson Sonsini in: 2014

Where I was born: New York, NY

Where I live now: White Plains, NY

Areas of expertise: Commercial and securities litigation

My elevator pitch: I'm a civil litigator with expertise in complex commercial litigation, securities litigation, and M&A-related lawsuits. I practice in federal and state courts, primarily in New York, California, and Delaware, but also throughout the country. I represent clients in high-stakes contract and business disputes and defend fraud and breach of fiduciary duty claims. I also represent clients in the full range of shareholder disputes: securities class actions, derivative actions, deal litigation, proxy contests, and books and records demands.

How I relax: I spend time with my family—my husband, Eric, and two daughters, Julia (5) and Maya (20 months). We enjoy cooking and baking together, watching movies as a family, gardening (we started a vegetable garden in our backyard this past summer), and going on walks, bike rides, and trips to local playgrounds.

If I weren't an attorney, I'd like to be: A professional figure skater. I'm just kidding—I stopped skating when I was in middle school, and I wasn't very good. Then I became an avid fan (see below).

But I'd probably be: Working in the public policy field, advocating for economic justice and early childhood education initiatives.

Thing that would surprise people to learn about me: I'm a passionate figure skating fan. I don't just watch figure skating during the Olympic seasons; I've watched or read the results of nearly every skating competition since I was a kid. I've attended five U.S. Figure Skating Championships, and I try to attend every time the event is hosted on the East Coast. I have a photo of myself in the stands of the 2014 U.S. Figure Skating Championships next to Olympians Nancy Kerrigan and Paul Wylie.



Adrian Broderick

*Corporate, Wilmington
J.D., Duke University School
of Law*

Joined Wilson Sonsini in: 2014

Where I was born: York, PA

Where I live now: Wilmington, DE

Areas of expertise: Delaware corporate and alternative entity law

My elevator pitch: I advise companies on Delaware corporate and alternative entity (LLCs, partnerships, and trusts) law. That includes corporate governance issues, such as fiduciary duties, mergers and acquisitions, formation, equity issuances and preferred equity financings, corporate reorganizations, and statutory matters. My practice is a bit of a hybrid one. Corporate lawyers in Delaware tend to focus on corporations or alternative entities. I do a bit of both, with a particular focus in the alternative entity space on companies using corporate-like structures and facing many of the same sorts of issues that our corporate clients face.

How I relax: Taking my dog for a walk, going for a run, doing yoga, reading a book, or cooking

If I weren't an attorney, I'd like to be: It's hard to pick just one thing. In a fantasy world, maybe an Olympic gymnast, or even part of a circus! I also love dogs, so I'd love to be a veterinarian or work at an animal shelter.

But I'd probably be: Maybe an actual veterinarian!

Thing that would surprise people to learn about me: I have a twin brother. People sometimes ask what it's like to be a twin, and the answer is that it's awesome. Especially when we were young, growing up with a twin was a pretty amazing gift. My husband is also a twin, a strange but very fun coincidence.

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Meet Our Newly Elected Diverse Partners *(Continued from page 10)*



Barath Chari

Technology Transactions, San Francisco
J.D., The George Washington University Law School

Joined Wilson Sonsini in: 2011

Where I was born: Arlington, VA

Where I live now: Washington, D.C. (since my plans to relocate to SF were delayed because of the pandemic, but I will be moving to the Bay Area soon!)

Areas of expertise: Technology transactions, including software licensing, hardware manufacturing/development, and government contracting

My elevator pitch: I am a software engineer turned deal lawyer. I rely on my technical expertise and commercial experience to help companies develop, launch, buy, and sell complex technology products.

How I relax: Cooking, watching sports, and playing video games

If I weren't an attorney, I'd like to be: A bed-and-breakfast operator in a beach town in Thailand

But I'd probably be: A software engineer

Thing that would surprise people to learn about me: Over the years, I've played keyboards and sang in four different rock cover bands.



Lora Green

Patents and Innovations, Washington, D.C.
J.D., The George Washington University Law School

Joined Wilson Sonsini in: 2018

Where I was born: Barstow, CA

Where I live now: Washington, D.C., and Delaware

Areas of expertise: Patent counseling and prosecution; Patent Trial and Appeal Board (PTAB) proceedings, including appeals from the examining corps and post-grant proceedings

My elevator pitch: I spent 25 years at the USPTO. For 17 years, I was an Administrative Patent Judge at the PTAB—and one of the first judges to work on post-grant proceedings. Before that, I clerked at the U.S. Court of Appeals for the Federal Circuit in the chambers of the Honorable William Bryson. I also spent time at the USPTO as an examiner, including as a primary examiner. Today, I do patent counseling and prosecution, as well as represent both petitioners and patent owners before the PTAB.

How I relax: Reading a book with no literary value, preferably with a glass of wine

If I weren't an attorney, I'd like to be: A winemaker

But I'd probably be: An in-house chemist

Thing that would surprise people to learn about me: I may have rights to a small piece of land of Black River Tribe in Wisconsin. My father's family has Native American roots (Ojibway Tribe), and this was something he would have inherited from his father.



Eric Hsu

Corporate, Palo Alto
J.D., UC Davis School of Law

Joined Wilson Sonsini in: 2011

Where I was born: Baltimore, MD

Where I live now: Mountain View, CA

Areas of expertise: Corporate law

My elevator pitch: I'm a homegrown life sciences partner who can do it all—general corporate matters, M&A, IPOs, public company reporting, strategic partnerships, VC financings, private equity and debt financings, and more.

How I relax: Taking a walk with my wife and our dogs at Seal Point

If I weren't an attorney, I'd like to be: An astronaut or an owner of a sports team

But I'd probably be: A computer programmer

Thing that would surprise people to learn about me: I once ate 100 Chicken McNuggets in a single sitting.

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Meet Our Newly Elected Diverse Partners *(Continued from page 11)*



Erika Muhl

*Corporate, Palo Alto
J.D., University of California,
Hastings College of the Law*

Joined Wilson Sonsini in: 2004

Where I was born: Ramstein Air Base, Germany (my parents were officers in the U.S. Air Force)

Where I live now: Palo Alto, CA

Areas of expertise: Corporate and securities law

My elevator pitch: I advise public and late-stage private companies on corporate and transactional matters, including complex capital markets transactions, public offerings, mergers and acquisitions, special purpose acquisition company (SPAC) deals, and issuer self-tender matters. I also represent clients in venture capital financings and advise on corporate governance and securities disclosure matters.

How I relax: Exercising or assembling jigsaw puzzles

If I weren't an attorney, I'd like to be: A professional athlete

But I'd probably be: An accountant

Thing that would surprise people to learn about me: I love Disneyland and took annual trips there as an adult even before I had kids!



Rebecca Stuart

*Employment Law, Palo Alto
J.D., Santa Clara University
School of Law*

Joined Wilson Sonsini in: 2007

Where I was born: SF Bay Area

Where I live now: San Carlos, CA

Areas of expertise: Employment counseling and litigation, M&A

My elevator pitch: I provide expert employment counseling to companies at all stages of their life cycle, from start-ups to public multinational corporations, in everything from everyday employment disputes and policy issues to high-stakes terminations and litigation. I also head the employment group's M&A practice, and have worked on over 600 transactions ranging from \$20 million to over \$20 billion in value.

How I relax: Walking my dog and playing with my two girls, Anabelle (5) and Felicity (2). Along with my husband, we also like to have "adventures" where we explore new areas, like the tide pools or a new museum.

If I weren't an attorney, I'd like to be: A travel writer or chef

But I'd probably be: A motivational speaker

Thing that would surprise people to learn about me: I've had a number of very strange celebrity encounters. My favorite was meeting Queen Latifah at an LA gas station at 2 a.m.



Brad Tennis

*Antitrust, Washington, D.C.
J.D., Yale Law School*

Joined Wilson Sonsini in: 2011

Where I was born: Palo Alto, CA

Where I live now: Arlington, VA

Areas of expertise: Unilateral conduct investigations are my bread and butter, but I've also done a fair amount of work on (allegedly) anticompetitive agreements and merger clearance.

My elevator pitch: I help companies navigate major antitrust investigations, particularly in the technology space, where market impacts can be subtle and counterintuitive. I have been on teams that have secured major wins at the investigation stage and in court, giving me insight into both how to avoid a government challenge and how to defeat one if it comes.

How I relax: On a day-to-day basis, I'm a big sci-fi and fantasy book nerd and like to relax by cooking. But whenever I can, I love to get outside and hike or raft.

If I weren't an attorney, I'd like to be: A scientist. I've always had this romantic view of scientists that get to work outdoors. I know it's a lot more tedious, gross, and full of bug bites (or worse) than I'm imagining, but I'm going to keep pretending that it's just idly hiking around and poking at things.

But I'd probably be: An engineer. I dropped out of a Ph.D. program in computer science (working on visualizing and interacting with large

Continued on page 13...

Meet Our Newly Elected Diverse Partners *(Continued from page 12)*

collections of heterogeneous data) to start law school. So, if I weren't an attorney, I'd probably be one of the engineers at Google that the rest of the antitrust team and I are always bothering to explain how things work.

Thing that would surprise people to learn about me: People seem surprised to learn I ran sprints on the track team in college. Then they hear that I went to a tiny engineering school, and it clicks.



Libby Weingarten

*Privacy and Cybersecurity,
Washington, D.C.
J.D., Duke University School
of Law*

Joined Wilson Sonsini in: 2016

Where I was born: Baltimore, MD

Where I live now: Washington, D.C.

Areas of expertise: Data privacy - counseling and regulatory investigations

My elevator pitch: Data privacy continues to be an area of explosive growth. Companies of all sizes are focusing on privacy to manage risk effectively, and regulators continue to increase resources devoted to privacy inquiries. My practice addresses both of these client needs. On the counseling side, I help clients navigate regulatory risks by balancing their business needs and legal requirements, regulators' enforcement priorities, and market practices. I also assist clients with all aspects of regulatory inquiries, including responding to discovery, negotiating with the government, and developing advocacy pieces to minimize exposure.

How I relax: I have a five-week-old baby right now, so I'm not getting a ton of time to relax! When I do get some downtime, I like to read, exercise, or listen to a podcast.

If I weren't an attorney, I'd like to be: The 2021 version of Jane Goodall. I was completely obsessed with her as a child and wanted to be an animal behaviorist living in the wild. I still think that would be a dream job.

But I'd probably be: Working at a tech company like (what feels like) 90 percent of my Stanford classmates!

Thing that would surprise people to learn about me: I have a serious sweet tooth and would eat dessert at every meal if I could (breakfast cake has happened in our house). We even had an ice cream sandwich food truck at our wedding. The irony is that I'm a terrible baker, which is honestly probably for the best!



Lori Westin

*Patents and Innovations,
San Diego
J.D., Thomas Jefferson School
of Law*

Joined Wilson Sonsini in: 2004 (I left for a clerkship in 2005 and returned to the firm in 2007)

Where I was born: Ewa, HI (west side of Oahu)

Where I live now: Del Mar, CA

Areas of expertise: Patents and intellectual property

My elevator pitch: My practice is a mix of patent prosecution and strategy, with

Patent Trial and Appeal Board (PTAB) work. The work that I do for my clients synergizes well and fits into my elevator pitch: I am your go-to person in the life sciences when you want to carve a path to market for your products. I have the legal and technical expertise and experience to obtain and defend your patents, but also to invalidate your competitors' patents when necessary.

How I relax: Baking, roasting and tasting coffee, and tending to my pandemic sourdough starter

If I weren't an attorney, I'd like to be: A coffee barista and roaster/baker

But I'd probably be: (Still) a scientist

Thing that would surprise people to learn about me: My kids were both born in Stockholm, Sweden. I learned Swedish to encourage their dual-heritage backgrounds, but unfortunately, they rebelled and refused to learn the language. So, I am now a translator for my kids when we travel to Sweden.



Alyssa Worsham

*Trademark and Copyright,
Seattle
J.D., University of Michigan
Law School*

Joined Wilson Sonsini in: 2014

Where I was born: Technically, Bethesda, MD, but I grew up in Charleston, SC, a magical place

Where I live now: Seattle, WA

Areas of expertise: Trademark, copyright, and advertising

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Meet Our Newly Elected Diverse Partners *(Continued from page 13)*

My elevator pitch: I advise brand owners on selecting and protecting brand names in a marketplace where commercial and geographic lines are increasingly blurring; recovering infringing brand assets; negotiating permissions from content owners so that marketing campaigns can move forward; ensuring that social media policies and practices are consistent with the latest FTC and other regulatory guidelines; filing arbitration complaints to assist in the recovery of infringing domains; drafting sweepstakes and

contest terms; and negotiating license agreements.

How I relax: Cooking, running to loud music, traveling (when we can), and having dance parties with my five-year-old, Henry

If I weren't an attorney, I'd like to be:
A singer in a punk band

But I'd probably be: A journalist and food writer, because that's what I used to be

Thing that would surprise people to learn about me: I dropped out of college after one semester to go to culinary school, but then found my way to journalism when I realized that the life of a professional chef, particularly in the late '90s, was not for me (even less forgiving than corporate law!).

Wilson Sonsini Earns Top Marks in 2021 Corporate Equality Index

On January 28, 2021, the Human Rights Campaign (HRC) Foundation announced the results of its 2021 Corporate Equality Index (CEI), the nation's premier benchmarking survey and report measuring corporate policies and practices related to LGBTQ workplace equality. For the second consecutive year, Wilson Sonsini Goodrich & Rosati received a score of 100 and the designation as a "Best Place to Work" for LGBTQ equality. The firm is one of 767 major U.S. businesses that earned top marks this year.

The results of the 2021 CEI highlight not only how 1,142 U.S.-based companies are promoting LGBTQ-friendly workplace policies in the U.S., but also that 57 percent of CEI-rated companies with global operations are helping advance the cause of LGBTQ inclusion in workplaces abroad.

The CEI rates employers providing these crucial protections to over 18 million U.S. workers and an additional 17 million abroad. Companies rated in the CEI include *Fortune* magazine's 500 largest publicly traded businesses, *American Lawyer* magazine's top 200 revenue-grossing law firms (AmLaw 200), and hundreds of publicly and privately held mid- to large-sized businesses.

The full report is available online at www.hrc.org/cei.



Getting to Know the 2020 Wilson Sonsini Foundation Diversity Scholars

On October 21, 2020, first-year Berkeley Law students Marlenee Blas and Chantel Johnson were recognized as the 2020 Wilson Sonsini Foundation Diversity Scholars at California ChangeLawyers' virtual 30th anniversary event and annual scholars' reception.

Please read on to learn more about Marlenee and Chantel, as well as the California ChangeLawyers Diversity Scholarship Program.



Marlenee Blas

Born in San Pedro de los Metates, an Otomi Indigenous community in Mexico, Marlenee learned about the value of education at an early age. Being a first-generation student motivated her to engage in the co-creation of programs that pave the way for undocumented students. Marlenee earned an undergraduate degree from UC Santa Barbara and a master's degree from the University of Vermont. She was awarded a Fulbright Fellowship to Brazil in 2015.

What led you to pursue the study of law?

Marlenee: I am passionate about access to education and advocating for innovative ways to support students. I became a U.S. citizen when I was a sophomore at UC Santa Barbara. After earning a master's degree in higher education and completing a U.S. Fulbright Fellowship in Brazil, I worked at UC Riverside for about four years. During my time there, I was continually reminded of my own upbringing and ultimately made the decision to pursue law school.

As a staff member at UC Riverside, I met many students who led me to reflect on my journey of overcoming obstacles to find educational opportunities. With the partnership of Undocumented Student Programs at UC Riverside, I co-founded the Butterfly Project, a career development program that is the first of its kind in the University of California system. It involved building partnerships across departments, working with campus counsel for guidance, and collaborating with local businesses and professionals to support the program's mentorship component. The Butterfly Project continues to provide internship opportunities and scholarships to all participants. We started with a cohort of 20 students and, to date, the program has graduated over 100 students.

I want to do more to build a system that works for all students. Whether it was founding the Butterfly Project or starting the UC system's first sustainable Career Closet—which uses community and corporate donations to professionally prepare students for the workforce—I've kept true to my goal of finding creative solutions to support students. This past semester, I was elected as a law student

graduate representative and I have felt reenergized to continue to work, to learn more about the law, and to have a broader impact in my community.

Overall, through the study of law, I am hoping to gain skills that will help me continue to advocate for students and create more inclusive education policies.

How would you characterize your law school experience so far? What's been the biggest surprise? The biggest challenge?

Marlenee: The biggest challenge for me was how different law school is from my undergraduate and graduate school experiences. The teaching method, the cold-calling system, and the Zoom instruction are probably the most challenging aspects of being a first-year law student. Fortunately, I've had great professors and a community of peers that have been supportive throughout my time at UC Berkeley Law.

The biggest surprise I received was from a student organization I am part of, La Alianza. During finals week, I was stressed out, frantically writing outlines and preparing for exams. I received an email a couple days before my first exam with videos of my family wishing me well and expressing how proud they were of me. I instantly started to cry. La Alianza is a group of law students who I've never met in person, and they cared enough to reach out to my family to remind me of why I was in law school in the first place. I was surprised that they took the time to do this for first-year students during exams and I hope to pay it forward one day.

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Getting to Know the 2020 Wilson Sonsini Foundation Diversity Scholars *(Continued from page 15)*

Are there any specific areas of the law that interest you at this stage?

Marlenee: I have become interested in many areas of the law because of my professors. I've always been passionate about education, but the current climate has also led me to become interested in the ways that law impacts social media platforms and technology regulations.

Do you have a sense of what career path you want to pursue following law school?

Marlenee: I worked in education for a couple of years, and as of right now,

"It has been an absolute honor to serve as Marlenee's mentor as part of the Wilson Sonsini Foundation's commitment to the California ChangeLawyers Diversity Scholarship Program. Marlenee is smart, driven, and passionate about her commitment to educational opportunity—she gives me a lot of hope and excitement about the next generation of lawyers. I can't wait to see where she will take her legal career and I look forward to cheering her on along the way!"

— **Amanda Urquiza**
Corporate associate and Marlenee's mentor

I want to become a legal counsel for a university. I hope to one day help pave the way toward inclusive access for higher education and maybe even serve as legal counsel for the UC Office of the President.

What does it mean to you to be selected as a Wilson Sonsini Foundation Diversity Scholar?

Marlenee: As a first-generation student, it is a special honor to be named a Wilson Sonsini Foundation Diversity Scholar. With the pandemic, it has been a challenging year to be in law school, and this opportunity helped me stay motivated and hopeful. I am extremely grateful not only for the scholarship, but also for my mentor at Wilson Sonsini, Amanda Urquiza. Right now, community and mentorship are more important than ever, and I hope to be able to support others in the same way.

What advice do you have for students who are considering law school or a legal career?

Marlenee: For students that are considering law school, I would say to be persistent! We live in a time of so much uncertainty. In the midst of a pandemic, where there is a collective responsibility to address both racial disparities and political turmoil, it is important to have a strong community that can support you in pursuing your goals. For me, it was emailing alumni from my undergraduate institution who were pursuing law school and asking them about their journey. It was reading books about law school, listening to podcasts about the LSAT, and doing everything I could to stay focused on that goal. Was it hard to stay focused? Absolutely. I was

working full time while studying for the LSAT. But I learned from my mistakes, I developed different strategies, and I used different study aids. Learn what works for you, what helps you stay focused, and be persistent. Every effort will pave the way for a successful law school journey.

What do you enjoy doing in your spare time?

Marlenee: During my spare time, I enjoy running and playing soccer—it's fun and keeps me active.



Chantel Johnson

Born and raised in the South, Chantel saw firsthand how the system works directly against Black and Brown communities. With this in mind, she is committed to amplifying stifled voices. Her primary legal interests are prisoners' rights and overall criminal justice reform, especially the case against police in public schools, plea deals/ negotiations, bail bonds, and capital punishment. Chantel earned a B.A. in political science from the University of North Carolina at Chapel Hill.

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Getting to Know the 2020 Wilson Sonsini Foundation Diversity Scholars *(Continued from page 16)*

What led you to pursue the study of law?

Chantel: I came to law school because I was interested in learning about how the law works—and at times doesn't work, especially for people of color. Being an advocate for someone else is something that really appeals to me and is a small way to give back to the world. As I'm going through law school and living in the Bay Area, I am discovering so many other types of law, which is making me realize that I can become an advocate in the private sector as well.

How would you characterize your law school experience so far? What's been the biggest surprise? The biggest challenge?

Chantel: My law school experience has been going pretty well, considering everything is over Zoom. I really love Berkeley and feel as though they have prioritized 1Ls and made sure our first-year experience is as good as it can be. Before I came to law school, I heard so many horror stories of what law school could be like—such as students ripping textbooks and professors verbally harassing you in cold calls. So, my biggest surprise is that law school, at least at Berkeley, has been nothing like that. My section-mates are so incredible, collegial, and ready to help. My professors are also really nice and try to get to know everyone. The biggest challenge has been, broadly speaking, Zoom. There are so many symptoms of Zoom, such as screen fatigue and the lack of personal connection. But Zoom has definitely made me a more intentional person and led me to reach out to professors and classmates for chats to get to know them.

Are there any specific areas of the law that interest you at this stage?

Chantel: I am really interested in fintech and how that intersects with crime and fraud. I am also interested in civil rights and criminal law—especially the issues of policing and abolishing the death penalty.

Do you have a sense of what career path you want to pursue following law school?

Chantel: I would like to work in the private sector following law school, but I hope to still find ways to actively give back to underserved communities.

What does it mean to you to be selected as a Wilson Sonsini Foundation Diversity Scholar?

Chantel: Being selected as a Wilson Sonsini Foundation Diversity Scholar means everything to me. It means that someone believed in me, my story, and my dreams, which is huge! Not only does it ease my financial burden, but it also eases a lot of fears that I recently had about law school. I was given an attorney mentor, Kei Nishimura Drake, who is amazing and willing to talk to me about anything, and it has been so nice to receive insight from someone who has been in my exact shoes.

What advice do you have for students who are considering law school or a legal career?

Chantel: Stay persistent! The path to becoming an attorney is a long journey. I am a first-generation college student and for many students like me, this

"It's been wonderful getting to know Chantel as her mentor through the California ChangeLawyers Diversity Scholarship Program. It's clear to me that she has a very bright future ahead, and it's great that the Wilson Sonsini Foundation is committed to supporting excellent students like her."

– Kei Nishimura Drake
Corporate associate and
Chantel's mentor

journey starts way before you start studying for the LSAT. It starts with seeking out people in the legal field to ask questions to, because you don't have attorneys around you or mentors in the legal industry. It starts with seeking out pipeline programs that can help you study well and actually sit for the LSAT, because you may not be able to afford proper prep otherwise. I would encourage any prospective law student to do all of these things, even if it seems scary to search for resources now. And I would tell every student to always remember their "why." From the LSAT to securing recommendations to paying for applications to waiting on decisions, it is a VERY stressful period. Law school is stressful, too. Sometimes it is easy to ask yourself, "Is it worth it?" But the answer is always yes. Also, feel free to reach out to me! Law school is pretty busy, but I will always make time to help students who want to attend law school.

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Getting to Know the 2020 Wilson Sonsini Foundation Diversity Scholars (Continued from page 17)

Another piece of advice I have is to be someone you are proud of. Be nice to your classmates. Have a growth mindset. Be open to where life and law school can take you. Our legal reputations do not start the moment we are sworn in as an attorney, but rather in law school during these moments. It is important to actively think about this so we can become the best versions of ourselves. But it's even more important to remember that "best" looks different for everyone and that's OK. We have to become comfortable with running a race that is uniquely our own.

What do you enjoy doing in your spare time?

Chantel: I have been learning to cook and that is something I love to do when I have time. I have also been teaching myself calligraphy for over a year now, and I am in the process of trying to draw digitally.

The October 2020 California ChangeLawyers event—["Reclaim Our Power – a Fireside Chat with Attorney General Loretta Lynch & Meet the](#)

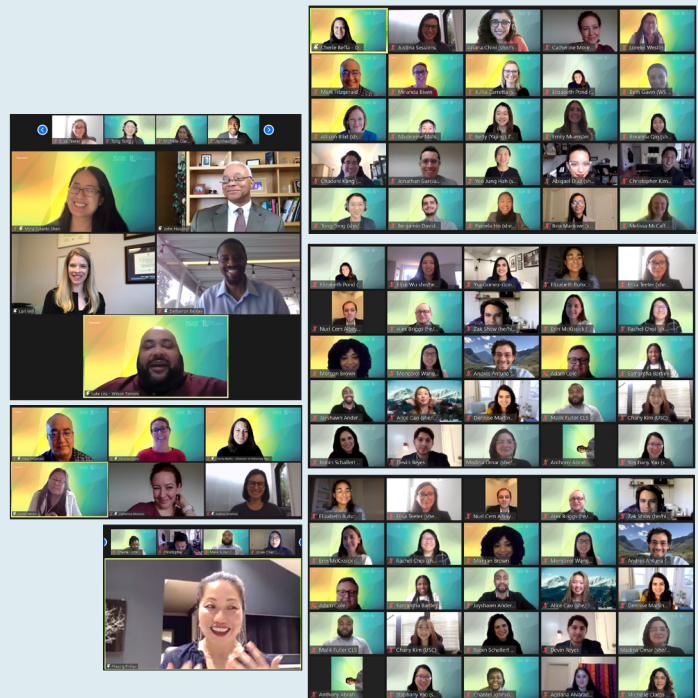
[2020 Scholars](#)—recognized 25 new Diversity Scholars. Supported through contributions from law firms and other donors, California ChangeLawyers' Diversity Scholarship Program provides financial support to diverse students who are starting their first year at an ABA or California accredited law school with a commitment to practicing law in California and who have a financial need and a desire to make an impact in the community. The Wilson Sonsini Foundation has provided support for the program since 2008.

[Click here](#) to learn more about California ChangeLawyers.



We held our inaugural Wilson Sonsini 1L Student Diversity Summit on March 18-19, 2021. The virtual event brought together diverse law students from around the country for a two-day program comprised of practical workshops, panels, and networking opportunities. The summit, which kicked off with a keynote address from Zynga Chief Legal Officer and firm alumna Phuong Phillips, enabled participants to foster connections with our attorneys, clients, alumni, and each another; hear about different career paths; learn more about succeeding in Big Law; and practice the art of networking. In addition, each student was paired with a Wilson Sonsini mentor who will support them for the remainder of their 1L year.

For more information or any questions about the summit, please contact diversity@wsgr.com.



Diversity at Wilson Sonsini

The firm is committed to the principle that diversity is a core component of a thriving organization. Internally, we incorporate diversity considerations into all talent management practices, including recruiting, hiring, reviews, partner promotions, and retention. Externally, we collaborate with law schools and on-campus groups to build a strong pipeline of diverse recruits, and we regularly partner with community organizations that promote diversity.

Through these efforts, we have built a culture in which employees of all backgrounds, viewpoints, and experiences are encouraged and empowered to achieve their maximum potential.

Leadership

Diversity at the firm is not just about numbers; it's about leadership. For the purposes of this publication, we define "diverse" as including individuals of color, women and nonbinary individuals, LGBTQ+ individuals, and individuals living with disabilities. Accordingly, diverse partners hold prominent roles at all levels of management, including:

- Board of Directors
- Career Development Committee
- Culture Committee
- Department and Practice Group Leaders
- Diversity and Inclusion Committee
- Hiring Committee
- New Partner Nominating Committee
- Partner Compensation Committee
- Practice Technology Committee

- Recruiting Committee
- Wilson Sonsini Goodrich & Rosati Foundation's Board of Trustees

The firm's board chair, Katie Martin, is a woman, and diverse partners hold chair positions on nearly every standing committee of the firm. At the associate level, two of the three co-chairs of the Associates Committee are women, and numerous committee members are diverse.



In September 2020, Diversity Lab announced that Wilson Sonsini—for the second consecutive year—achieved Mansfield Plus Certification, signifying that at least 30 percent of the firm's appointments to senior leadership roles, promotions to equity partner, senior-level lateral hires, and inclusion in formal business pitches were women attorneys, attorneys of color, LGBTQ+ attorneys, and attorneys with disabilities. After participating in the Mansfield 3.0 pilot program for law firms, we were named among the 100 leading firms to receive this latest certification.

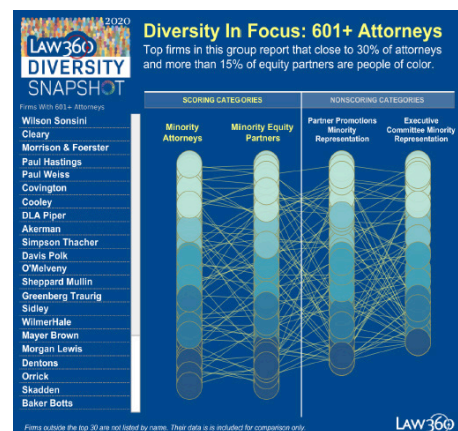
Attorney Diversity

Retention, career development, and promotion are key components of our diversity strategy. We track the diversity of attorneys in the nominations pipeline and those promoted to partner to ensure opportunities for diverse attorneys. Consider the following:

- In 2021, 80 percent of the attorneys promoted to partner were diverse.
- Currently, 40 percent of our partners and 66 percent of our associates are diverse.
- Overall, 57 percent of our attorneys are diverse.

We have long been recognized as an industry leader in law firm diversity. Nationally, we continue to be ranked among the top law firms for diversity, having received several recent accolades from third-party sources, including the following:

- In 2020, Wilson Sonsini once again was **recognized as the most diverse law firm in the country by Law360**, ranking No. 1 overall among firms with more than 600 attorneys in the publication's annual Diversity Snapshot. According to *Law360*, the firm had the highest percentage of equity partners of color (18.6 percent) and the second-highest percentage of attorneys of color (29 percent).



- In 2020, Wilson Sonsini was recognized among the most diverse law firms in the United States in *The*

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Diversity at Wilson Sonsini (Continued from page 19)

American Lawyer's 2020 Diversity Scorecard. One of the best-known benchmarks measuring law firm diversity, the Diversity Scorecard ranks law firms based on the average number of full-time-equivalent diverse attorneys at AmLaw 200 and NLJ 250 law firms.

The firm ranked No. 8 overall in the 2020 Diversity Scorecard, with 28.7 percent minority attorneys and 18.8 percent minority partners in 2019, and ranked No. 4 for percentage of Asian American attorneys. When taking into consideration the percentages of only those law firms with more than 600 attorneys, Wilson Sonsini ranked No. 3 overall. The firm has historically ranked very highly in the Diversity Scorecard, including three consecutive years in which the firm was ranked No. 1 overall.

of inequities within the legal profession, highlight progress being made in the industry, and identify areas for improvement.

Against this backdrop, our programs and events are also designed to foster professional development and offer participants the opportunity to establish meaningful relationships with their colleagues. For instance, our Affinity Groups are open to all employees of the firm and provide opportunities to connect across offices, build relationships, access mentors, and become more involved and visible at the firm. In 2020, women in various offices hosted monthly events, including a female partner forum, and facilitated group discussions on topics such as “Developing Personal Connections” and “Stress Management, Mindfulness, and Coping Strategies.”

associates across 10 offices. Overall, 68 percent of our fall associates are diverse, with 45 percent being women, 39 percent being attorneys of color, 5 percent being LGBTQ+, and 1 percent living with a disability.

For many years, the Wilson Sonsini Foundation has annually sponsored a **Diversity Scholarship through California ChangeLawyers** to assist incoming first-year law students from historically underrepresented groups in the legal profession who have committed to attend a California law school. In 2020, the Wilson Sonsini Foundation began supporting two Diversity Scholars for the next three academic school years. Please see pages 14-17 to learn more about our most recent Diversity Scholars, Marlenee Blas and Chantel Johnson.

We also partner with Law Preview on the **Law Preview Scholars Program**. Through this diversity pipeline and recruiting program, we sponsor a law school preparatory course for five diverse first-year law students at the University of Michigan Law School. Our participation ensures that diverse law students enter law school armed with the tools needed to succeed during their first year.

Recruiting

We strive to attract the best legal talent from all backgrounds and devote significant resources to sponsor events, programs, and organizations committed to building a pipeline of diverse attorneys.

In 2020, we hosted a diverse **summer associate class** for our six-week virtual program, with 50 percent of our 78 summer associates being women, 27 percent being attorneys of color, and 12 percent being LGBTQ+. We will continue to build the law school diversity pipeline by supporting and strengthening our firm’s relationships with diverse on-campus student groups.

In addition, in November 2020, we welcomed a diverse class of 85 **fall**

In addition, as part of the **Diversity Scholar Program of PracticePro**, a San Francisco-based legal education start-up, we are continuing to sponsor the



DIVERSITY SCORECARD 2020

THE TEN TOP-RANKED FIRMS

2020 DIVERSITY RANK	2019 DIVERSITY RANK	FIRM NAME	2020 DIVERSITY SCORE*	% OF MINORITY ATTORNEYS	% OF MINORITY PARTNERS	TOTAL U.S. ATTORNEYS
1	N/A	Berry Appleman	72.40	49.7%	22.7%	169
2	1	Fragomen	59.50	35.1%	24.4%	393
3	26	Wood Smith	57.10	38.9%	18.2%	311
4	2	White & Case	54.40	33.7%	20.7%	881
5	12	Kobre & Kim	49.00	27.4%	21.6%	62
6	5	Fenwick	48.40	33.0%	15.4%	342
7	10	Cleary Gottlieb	47.90	30.4%	17.5%	626
8	4	WILSON SONSINI	47.50	28.7%	18.8%	787
9	7	Best	46.20	26.4%	19.8%	202
10	9	Morrison & Foerster	45.80	28.1%	17.7%	712

- Wilson Sonsini was recognized as a top firm for hiring practices relating to gender equity and diversity in **Yale Law Women's** 15th annual **“Top Firms for Gender Equity & Family Friendliness Report.”** Each year, Yale Law Women produces the report to raise awareness



Continued on page 21...

Diversity at Wilson Sonsini *(Continued from page 20)*

Northern California region in 2020-2021, after previously doing so in 2018-2019 and 2019-2020. PracticePro's Diversity Scholar Program was launched in 2014 to support law students from groups that have been historically underrepresented in the legal profession, including racial, ethnic, and gender groups; members of the LGBTQ+ community; and those with physical disabilities.

At a time when many law firms are reducing their budgets, we have increased our investment in PracticePro and become a **Law School Mastery Founding Member**. PracticePro's Law School Mastery (LSM) program is an immersive law school prep and coaching program that aims to equip incoming diverse 1Ls with the knowledge, skills, and support they need to succeed in their first semester of law school, understand the legal recruiting landscape, and position themselves for long-term success at prominent law firms and Fortune 500 companies.

The program recently selected an inaugural class of LSM Scholars from across the United States. It began with a series of live virtual training webinars that introduced scholars to knowledge and skills to help them thrive in law school, including issue spotting, exam and study skills, legal writing, and time management, as well as information on how legal recruiting works and how to maximize the chances of obtaining 1L

summer firm jobs. LSM Scholars are also provided with a designated career coach, a tutor, and a mentor from a sponsor firm.

Diversity Hours Program Policy

We recently announced a new Diversity Hours Program Policy to track and reward employees' contributions to our diversity and inclusion program. Specifically, the program will track and recognize individuals' contributions supporting the firm's goals of fostering an inclusive culture; recruiting, retaining, and promoting diverse professional staff and attorneys; advancing women; and supporting diverse law students.

Recent Civil Rights and Racial Justice Initiatives

In addition to a successful 2020 fundraising campaign through which the Wilson Sonsini Foundation and the firm's employees contributed over \$510,000 to nonprofit organizations focused on racial justice—the Equal Justice Initiative, the Lawyers' Committee for Civil Rights of the San Francisco Bay Area, and the NAACP Legal Defense and Educational Fund—the firm announced three new initiatives to provide support and increase awareness around issues related to civil rights and the push for racial equality:

- **The Harry Bremond Award**

Starting this year, we will present a new pro bono award named after retired partner Harry Bremond, who has for decades been actively involved in civil rights and helping to ensure equal access to justice. Each year, this award will recognize one Wilson Sonsini attorney for outstanding work on racial justice and/or civil rights matters.



- **Juneteenth**

This year, we will celebrate Juneteenth with a firmwide day of service. Attorneys and staff will receive volunteer time off to participate in virtual community service projects focused on racial justice and civil rights.

- **Pro Bono Pledge**

The firm has pledged a \$15 million increase in the value of pro bono legal services specifically dedicated to racial justice and civil rights work. The increase will be spread over the next three years (\$5 million per year) and will be measured over the average dollar amount value of pro bono services recorded for the last three years.

We are proud to share these accolades and initiatives, and reiterate our continued commitment to diversity both here at the firm and across the legal profession.

Our Involvement in Google’s Outside Counsel LEAD Diversity Mentoring Program

Since 2018, Wilson Sonsini has partnered with longtime client Google on a mentorship program for diverse associates in the Bay Area who have worked on Google matters.

Google’s Outside Counsel LEAD Diversity Mentoring Program seeks to enhance leadership, career development, and access to opportunities for underrepresented attorneys by providing mentoring, resources, and support. The goal is to enhance attorney retention and promotion at their current firms through strategic relationship development and formal professional development. Through the program, diverse associate mentees from participating firms are

paired with mentors who are in-house counsel with Google.

Mentees agree to a two-year commitment, during which they attend quarterly events to connect with the other mentees and mentors. In addition, mentees participate in one-on-one monthly meetings with their mentors.

Most recently, the program held a workshop on January 28 that featured Google mentors sharing their insights on the following topics: Advocating for Yourself, Business Development, Managing Workplace Politics, Elevation at the Firm and Effectively Preparing for the Review Process, Balance and Stress, and In House Life: Googler Day-to-Day.

OUTSIDE COUNSEL LEAD MENTORSHIP PROGRAM

Attendees spent 25 minutes in each room and then rotated to a different room of their choice.

Four Wilson Sonsini associates recently graduated from the program, with several others continuing their participation. One of the graduates is Palo Alto-based litigation associate Ralitza Dineva.

“When I started participating in the Google OC LEAD Diversity Program in 2018, I expected to meet exceptional attorneys with diverse backgrounds and rich experiences from whom I could learn a lot,” Ralitza shared. “What I didn’t expect was that engaging in thoughtful discussions and learning about the struggles and triumphs of people with such varied perspectives would lead me to be more mindful of my own privilege and how it shapes my experiences. At the same time, I felt safe, supported, and embraced when speaking about challenges that I face and that are often shared by others.”

She added, “Participating in the program also made me hopeful, because although our industry has a long way to go, our clients truly see the *intrinsic* value of diverse and inclusive teams and are serious about demanding the same level of commitment to D&I from the law firms that provide services to them. I was also able to form a strong bond with a wonderful mentor who has provided me with invaluable guidance and support that will serve me well in my career.”



Our Diversity and Inclusion Committee

In 2020, Wilson Sonsini launched a Diversity and Inclusion Committee (DAIC) to promote diversity and inclusion across the firm and ensure a welcoming environment where everyone is valued, included, and empowered to do their best work.

The committee, which meets approximately quarterly, oversees the firm's diversity and inclusion strategy in collaboration with firm management and the board of directors. The group also provides feedback and recommendations

on new initiatives and marketplace changes.

Further, the committee advises on policies, resources, and programs to:

- Recruit, hire, and retain a diverse workforce
- Enhance awareness across the firm of diversity and inclusion initiatives and challenges
- Encourage and reward inclusive leadership behaviors

- Collaborate with clients on diversity and inclusion initiatives
- Create an environment with equal access to professional growth and advancement

The DAIC collaborates on initiatives with Affinity Groups, the Professional Development and Attorney Recruiting departments, and other committees and groups across the firm.

Corporate



Jennifer Fang (co-chair)
Partner
Boston



Jill Fulwiler
Associate
Seattle



James Griffin-Stanco
Of Counsel
Wilmington



Kathy Ku
Partner
Los Angeles



Randy Lewis
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Nikkisha Smith
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Jamie Otto
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Lucy Yen
Partner
New York

Patents and Innovations



Samir Elamrani (co-chair)
Partner
San Diego

Technology Transactions



Gary Greenstein
Partner
Washington, D.C.



Manja Sachet
Partner
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Regulatory and Compliance



Jamillia Ferris
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Washington, D.C.

Management



Chris Boyd
Chief Operating Officer
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Doug Clark
Managing Partner
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Katie Martin
Chair of the Board
Palo Alto

Administration



Allison Blixt
Director, Professional Development,
Diversity and Inclusion
New York



Jullia Carretta
Senior Manager, Professional
Development and Diversity
Austin

Wilson Sonsini Affinity Groups

Our Affinity Groups—African American, Asian American, Latinx, LGBTQ+, Women of Wilson, Wellness @ Wilson, and WS Parents and Caregivers—provide opportunities for attorneys and staff to connect across offices, build relationships, access mentors, and become more involved and visible at the firm. In addition, they help to foster professional development. Allies are welcome in Affinity Groups to listen, better understand others, and show support.

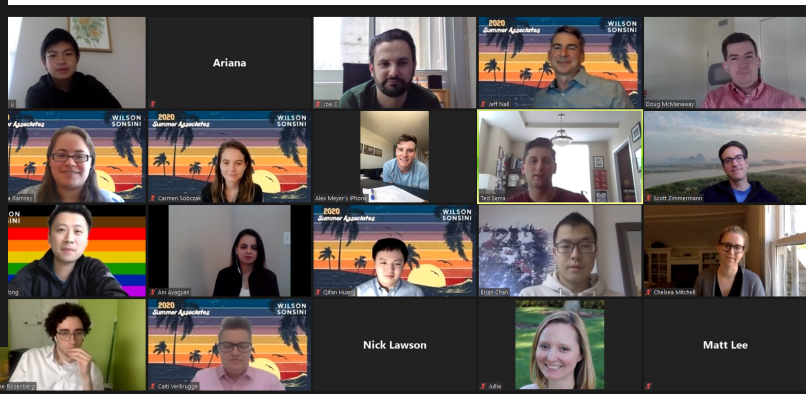
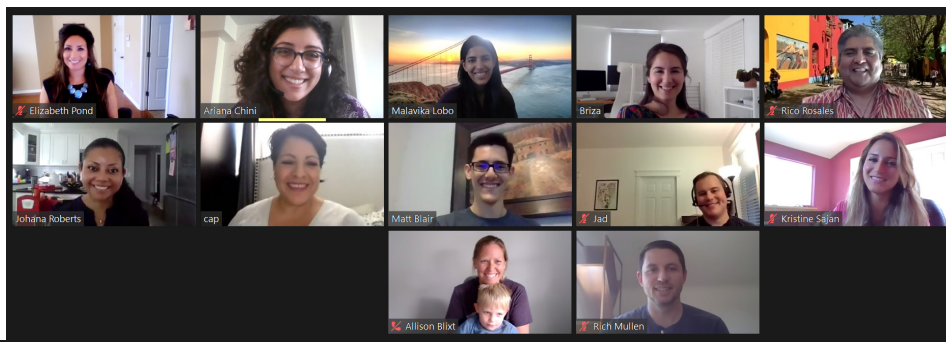
held a book club on *Just Mercy*, authored by Equal Justice Initiative founder and executive director Bryan Stevenson, and African American Affinity Group members joined a virtual cooking class hosted by *Top Chef* finalist Eric Adjepong, a first-generation Ghanaian-American born and raised in New York City. The Affinity Group also encouraged those in the firm to support Black businesses and services by releasing a collaborative year-round Black Owned Resource guide. In addition, we

released a Black History Month playlist, encouraging our teams to celebrate with a dance break between calls, and to share learning opportunities, events, and information on a weekly basis.

In response to the current remote work environment, the Affinity Groups have hosted multiple virtual meetings over the past several months. If you are interested in joining an Affinity Group, please contact Jullia Carretta at jcarretta@wsgr.com.

Black History Month

In February, we celebrated Black History Month with a number of events and activities. Representatives from our African American Affinity Group released an insightful video on Black History Month and those who have been an inspiration throughout their lives. We



Continued on page 25...

Wilson Sonsini Affinity Groups *(Continued from page 24)*

Wilson Sonsini Affinity Group Contacts

African American Affinity Group



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Women of Wilson (WoW)



Stephanie Jensen
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Tracy Rubin
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Please contact any of the individuals listed above for further details regarding a specific Affinity Group.

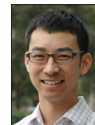
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