

2019 DIVERSITY

at Wilson Sonsini Goodrich & Rosati

WSGR Holds Inaugural Diversity Summit



IN THIS ISSUE

WSGR Holds Inaugural Diversity Summit..... Pages 1-2, 6

WSGR Partner Wendy Huang Waszmer and the Importance of Meaning, Relationships, and Mental Space.....Pages 3-4

Q&A with WSGR Partner Scott Zimmermann.....Pages 5-6

Diversity at Wilson Sonsini Goodrich & Rosati.....Pages 7-9

WSGR Honored as a Leading Law Firm for Diversity.....Page 9

Catching Up with WSGR Foundation Diversity Scholar David Gonzalez..... Pages 10, 12

Our Commitment to Pro Bono.....Pages 11-12

Diversity at the Partner Level.....Pages 13-15

WSGR Hosts Numerous Affinity Group Events.....Page 16

On June 24-25, 2019, Wilson Sonsini Goodrich & Rosati held its inaugural Diversity Summit at the InterContinental San Francisco Hotel. With a theme of “Pathways to Equity,” the event brought together over 160 of the firm’s attorneys and summer associates for two days of speakers, discussions, and networking opportunities.

After WSGR managing partner Doug Clark kicked off the summit with introductory remarks, Zenefits senior vice president Issac Vaughn, a former WSGR partner, delivered a keynote address in which he shared several formative experiences in his career, illustrating the need for and powerful business potential of an inclusive and diverse workplace culture. Citing rapidly evolving industry and societal forces, Issac laid out a clear charge to diverse attorneys to embrace their uniqueness and continue to make valuable contributions with a growth mindset. He also affirmed the current approach taken by firm leadership to continue

diversity and inclusion efforts not only with the summit, but also with the firm’s ongoing attorney recruiting and retention practices.

Following the keynote address, a panel comprised of WSGR clients—Forte Labs GC (and WSGR alumna) Ira Lam, AppDirect GC (and WSGR alumnus) Mark Liu, and Google senior counsel Shana Simmons—addressed growing client demand for diverse legal representation, as well as ways that diverse attorneys can develop new business. The panel was moderated by WSGR partner Jeana Kim.



Continued on page 2...

WSGR Holds Inaugural Diversity Summit *(continued from page 1)*



welcome to retired WSGR partner Harry Bremond. It continued with an insightful conversation between WSGR partner Beth George and Google senior counsel Shaudy Danaye-Armstrong. Their exchange reflected on major accomplishments and challenges they faced as diverse attorneys working in contexts that were not particularly diverse or inclusive at the time. Both Beth and Shaudy noted that

met over breakfast to build relationships and discuss future firm and community engagement goals. It continued with a panel on artificial intelligence that explored whether



Subsequently, a panel of WSGR partners—Greg Broome, Christopher Paniewski, Lianna Whittleton, and Lucy Yen—discussed their varied paths to partnership and how they were able to identify and navigate challenges along the way. In particular, they spoke about how WSGR’s culture of support for diversity and inclusion has grown over time, and the ways that diverse attorneys can contribute to firm culture.



Day One’s program concluded with a panel of WSGR alumni speaking candidly about the finer points of deciding to go in-house or pursue other careers, as well as what it means to be a diverse lawyer in today’s practice. Moderated by WSGR associate Amanda Urquiza, the panel included Hasani Caraway of Zendesk, Grant Reid of Box, Jae Kim of Rambus, and Weilyn (Pa) Wood of Splunk.

significant progress has been made over the past 10 years on a larger societal scale and within their respective fields, while also sharing their thoughts on significant, complex issues that still need to be addressed.

computers and big data are the answer to unconscious bias. Moderated by WSGR corporate strategic innovation counsel David Wang, the discussion featured Santa Clara law professor Colleen Chien, Ravel Law CEO Daniel Lewis, and WSGR partner Jim Yoon.

Following a networking reception, the evening dinner program opened with a special

Day Two of the Diversity Summit began with an affinity group breakout session, during which the firm’s African American, Asian American, Latinx, and LGBTQ+ affinity groups

Next, in a session titled “Building the Equity Toolkit,” WSGR attorneys were organized into tables that mixed offices, departments, and affinity groups to discuss a variety of scenarios that diverse attorneys face. Questions included what attorneys sought to gain from and contribute to affinity groups, as well as specific ways the firm can continue to foster a diverse and equitable culture. At the end of the session, which was moderated by WSGR counsel Kenisha Nicholson, each table reported their responses to the larger group.



The summit’s final discussion focused on the topic of community engagement, as a panel comprised of Hewlett Packard Enterprise senior IP litigation counsel Deanna Kwong, WSGR Of Counsel and Pro Bono Counsel Luke Liss, and WSGR partner Scott Zimmermann addressed how diverse attorneys can build and leverage their networks and skills at different phases in their careers. They also shared best practices for partnering with professional associations and community organizations. The panel was moderated by

Continued on page 6...

WSGR Partner Wendy Huang Waszmer and the Importance of Meaning, Relationships, and Mental Space



Growing up in the small, rural town of Storrs, Connecticut, Wendy Huang Waszmer never imagined she would spend her adult life as a big city attorney.

"It never occurred to me to aspire to be a lawyer," she says. "I figured I'd probably get a Ph.D., because that is what everyone else in my family had done."

That perspective changed during a college internship with a local public defender. Though Wendy wasn't contemplating law school at the time, she was interested in community and social work, and the internship seemed like a good way to get exposure to the field. She worked in the "lockup," interviewing individuals who wanted to qualify for a public defender.

One interview in particular left an indelible impression.

"There was a young man in Connecticut's 'Supermax' prison who'd been convicted of several murders," Wendy recalls. "He was accused of knifing someone in the throat with a shard from a cafeteria tray on the one day he was allowed into the general inmate population. But when I interviewed him, he was incredibly intelligent and articulate, and asked questions about things like the Emancipation Proclamation. You would never guess the charge against him if you didn't already know.

"I found the dynamic very interesting," she continues. "He clearly felt he had a defense for the assault. The person who I worked for was going to defend him, and I could get behind it because this was meaningful. He was a convicted murderer, but this was a worthwhile cause."

The encounter had such a significant impact on Wendy that it would become the subject of her law school application essay. And sure enough, after graduating *summa cum laude* from the College of William and Mary, she attended Georgetown University Law Center with an eye toward working in the public sector.

Ultimately, she decided to start her career in private practice upon graduating *magna cum laude* from Georgetown Law, joining Hogan & Hartson in Washington, D.C. As a junior associate, her practice focused on antitrust investigations and some litigation. Among her mentors were several senior women antitrust partners, including Christine Varney and Sharis Pozen, who would later help shape the trajectory of her career.

After two years at Hogan, Wendy took a federal clerkship with the Honorable Richard J. Leon of the U.S. District Court for the District of Columbia, with whom she remains close today. It marked the start of a distinguished career in government service.

Following the completion of her clerkship, Wendy served as an Assistant U.S. Attorney in the Civil Division of the U.S. Attorney's Office for the Southern District of New York, where she appeared as lead counsel in trials and hearings in more than 50 federal district court cases and numerous appeals.

Then, in 2009, Wendy received a call from Sharis Pozen, one of her mentors from Hogan, presenting her with the opportunity of a lifetime.

Christine Varney had been nominated by President Obama to be the Assistant Attorney General for the Department of Justice's Antitrust Division. Sharis became her Chief of Staff and later also served as Acting Assistant Attorney General.

"It had been more than five years since we worked together, though we had kept in touch," Wendy remembers. "And now these

two powerful, charismatic, amazing women were asking me to join them. It was definitely one of the most memorable moments in my career."

Wendy went on to serve in several leadership and trial counsel roles for the DOJ in both New York and Washington, D.C. As Assistant Chief of the New York office of the DOJ's Antitrust Division, she supervised federal trials and both criminal and civil investigations. Wendy also was a liaison with federal and state enforcement and regulatory agencies in joint and parallel antitrust and fraud investigations. In addition, she served as counsel to the Assistant Attorney General of the Antitrust Division, advising on enforcement policy matters.

"It was an incredible privilege to serve as a DOJ prosecutor, and I felt that every case—whether high-profile or not—involved a significant level of responsibility and intensity," Wendy says. "My fellow DOJ attorneys, many of whom became lifelong friends, felt the exact same way about public service."

It was during her tenure at the DOJ that Wendy worked with Jamillia Ferris, now a fellow antitrust partner and close friend at WSGR. Jamillia, who had also been a Hogan associate mentored by Christine and Sharis, later became Chief of Staff in the Antitrust Division and a lead investigative lawyer at the Federal Communications Commission.

After eight years at the DOJ, Wendy left the agency in 2013 to become a litigation partner in the New York office of King and Spalding. Meanwhile, after Jamillia joined WSGR in 2015, she reached out to Wendy about the firm's globally recognized antitrust practice.

"I knew Jamillia, as well as Mark Rosman, who had built WSGR's cartel practice after more than 20 years at the DOJ," Wendy says. "I remember Scott Sher describing the group over lunch, and I thought, 'I have to be part of this team.'"

Continued on page 4...

Strategies for Success

Wendy offers this advice to new attorneys:

Find the meaning in your work.

"Because lawyering is so demanding, it's important to be into it, to have something that you are actually interested in and motivated to do. Otherwise, it will just be a grind. I always say to the associates I work with, 'Can you get behind this case? Are you interested in this?' At WSGR, the answer is almost always yes, because we represent innovators and cutting-edge companies doing really cool things."

Prioritize peer relationships.

"When I was a newer attorney, I really cared about knowing the associates and the Assistant U.S. Attorneys who were at my level, and I built a network of those peers. That support network was important to my success—and is probably why I've stayed in the legal profession. I still have friends and peers, like Jamillia Ferris, who have been there the entire time and shared my experiences, wins, and losses."

Seek out feedback.

"Law is hard, and it's such a high-speed environment that you're not going to get better just by watching. You advance because you get constructive feedback from people who are more knowledgeable than you. Sometimes that feedback is that you weren't the best that day, which is good to know and you'll adjust, learn, and do it better the next time."

"We should ask for feedback from our clients, our colleagues, and others outside of the firm when we can. And it's important to be assertive and confident in asking for feedback. This applies to attorneys of all experience levels, including women and diverse attorneys who want to get to the next level in their practices. They need to raise their hands and ask, 'Hey, could you help me improve?' and then be willing to hear the answer."

In April 2017, Wendy joined the firm's New York office as a partner in the antitrust practice. She focuses on representing companies and individual clients in high-stakes antitrust and other government investigations and federal court litigation. Because of her background in large-scale, cross-border government investigations, she handles a significant amount of interdisciplinary work, including collaborating with lawyers in the privacy, internet litigation, and white collar practices.

"One day I might be defending an individual client under criminal antitrust investigation by the DOJ and—this is literally happening now—another day I'm appearing in federal court in an antitrust or other litigation and the case is going to trial," Wendy says.

A diversity of practice is one of the things Wendy enjoys most about working at WSGR. Another is the diversity of the firm's practitioners, not only in terms of the relatively high numbers of women and minority attorneys, but also the diversity in points of view. "You are never going to hear, 'There is one way to do this case,'" Wendy explains. "More often, you are going to hear many voices chiming in with ideas, often challenging whether and why we would 'do it the way it has always been done.'"

While in government, Wendy benefitted from real opportunities for women and minority trial lawyers, but when interviewing at major law firms, she was astonished at the lack of diversity at the senior levels. She notes that firms seem to be doing better in the early stages of legal careers, but are challenged in retaining diverse attorneys beyond the five-to-ten-year mark. In her view, one key factor is a lack of business training.

"Firms need to involve diverse lawyers in getting, advising, and retaining clients and in the finances that govern private practice, and WSGR does that better than others," Wendy says. "In my experience, a lot of resources are focused—and rightly so—on making sure diverse lawyers are the best technical lawyers

from a skills perspective, but there's work to be done to engage them in the business of law. That's how attorneys develop into equity partners—someone has taught you about how the law firm operates as a business that serves clients."

The challenge of increasing diversity across the legal industry is one that Wendy thinks about, having served until recently as the Diversity Chair of the NY State Bar Association's Antitrust Law Section. However, the vast majority of Wendy's time outside of work is not spent on anything related to the law.

"I'm pretty unplugged in my personal life, meaning I can go quickly from being very intense and Type A about my work to, say, cooking spicy tomato sauce for eight hours. I'm incredibly low-key and even forgetful during the weekends. My husband actually wishes I'd be more focused. And I sleep a ton," she laughs.

In fact, Wendy makes it a priority to have outside interests. She loves cooking, relaxing outdoors, and pursuing hobbies that she's "not currently great at," such as golf and fly fishing. She also spends a lot of time with her family and a close-knit group of friends "who have nothing to do with my work."

In her view, creating a sense of mental separation between one's professional life and personal life is a necessity. "It's so important for lawyers to have that mental space, some separation from the job," she says. "And even when you're given that space, it's hard to take it when you are dedicated to your work, but it's crucial. This job is both exciting and demanding, and you need the ability to recharge your batteries and get some perspective. The associates I work with, when we're in the middle of a busy case, I ask them if they went for a run, if they slept enough, if they are planning to take vacation this summer. I want them to make it a habit to take that space. And that's entirely the culture at WSGR, which I appreciate."

Q&A with WSGR Partner Scott Zimmermann

In December 2018, Scott Zimmermann was among the 16 attorneys elected to the partnership at Wilson Sonsini Goodrich & Rosati. He officially became a partner on February 1, 2019.

A member of the firm's energy and infrastructure practice, Scott joined WSGR as a first-year associate in 2008. Based in San Francisco, he focuses on representing leading and emerging companies in the distributed energy, solar, energy storage, and energy efficiency markets. He also helps his clients develop and finance the next generation of energy and infrastructure assets in developing industries such as water, agriculture, and electric vehicles. Scott advises new and established companies and their investors on issues affecting the energy, infrastructure, and clean tech industries, including project development, energy regulatory counseling, debt and tax equity project finance, joint ventures, and start-up counseling. His clients include Stem, Vivint Solar, Sunrun, Carbon Lighthouse, Swell Energy, and Redaptive.



In 2008, Scott received a J.D. from UC Berkeley School of Law and a master's degree in energy and resources from UC Berkeley. He earned a B.S. degree in chemical engineering from Stanford University in 1996.

Scott recently spoke with us about how he came to be an attorney, his representation of renewable energy innovators, his perspective on the importance of diversity as a member of the LGBTQ+ community, and his advice for new attorneys, among other topics.

How did you get your start in the legal profession?

I started my professional career in 1996 as a chemical engineer in the oil and gas industry. I entered the field with an interest in the environment, and hoped to be a part of the transformation of that industry, given the incredible engineering talent and resources it had. Over time, I saw that more innovation focused on climate change was happening outside of that industry, and I decided to shift my career toward renewables.

At that point, returning to school and getting a professional degree really appealed to me. I decided to go to Berkeley Law because the UC Berkeley campus had such a focus on climate solutions in all fields, whether you're talking about law, engineering, or something else. I actually ended up getting a dual law and master's degree through an interdisciplinary program called Energy & Resources. I was interested in interdisciplinary solutions to the climate change problem, and at the time I was excited to pursue that avenue from a policy perspective.

What led you to join WSGR?

Around 2007, when I was deciding what to do after graduating from law school, the renewable energy industry was still in its infancy, but it was starting to take off. There were so many business opportunities and I felt it would be fun and interesting to work with entrepreneurs and innovators in this space. So, instead of pursuing a career in energy policy, which is why I had originally gone to law school, I found that the market was ripe to work with companies in the renewable energy sector.

WSGR had recently formed a new energy practice focused on those kinds of innovators, which was unique among law firms. Other firms were focused on the more traditional fossil-fuel industries. I had made it a priority to seek out a practice group and individuals who were focused on the new energy economy, and that's what I found at WSGR.

What kind of opportunities has the firm afforded you?

Right from the beginning, we were the leading law firm in the renewable energy industry by virtue of the fact that we were representing the founders of the most innovative companies in this space. That meant I got to know those clients from their earliest stages and grow alongside them. My first assignment was Sunrun's first tax equity financing—one of the very first financings of a distributed portfolio of renewable energy assets. That gave me the background to support SolarCity, Vivint Solar, and other residential solar project financings in those companies' early, high-growth stages of development.

When did you know you wanted to be a partner at WSGR?

Honestly, I didn't really plan to become a partner. I decided to pursue it fairly late. My original plan was just to learn about and help the renewable energy industry. At some point, I realized how lucky I am to get to work with so many of the leading companies and people in this sector, and I wanted to continue doing it.

Continued on page 6...

Q&A with WSGR Partner Scott Zimmermann... *(continued from page 5)*

What do you enjoy most about your work?

We've built a team that is genuinely excited about the energy industry and being a part of its evolution. I find it very inspiring to work with them and help grow the practice here with them.

What are your thoughts on the importance of diversity at the firm?

I want to work somewhere that has policies and a culture that celebrates and nurtures values like diversity and inclusion. I think WSGR has made great progress over the past couple of years from being neutral on this issue to being proactive, and I'm very proud of the firm for that.

At the same time, I want to work with colleagues who reflect the diversity of our clients and our communities. In this regard,

we have a long way to go. I don't believe it's good enough to call it an intractable issue of the legal industry or rest on our laurels of having strong diversity numbers compared to our peers. We need to do much better. I know I'm not alone in feeling strongly about this and I'm excited because I think WSGR already has the culture to be at the forefront.

One example is that I—and everyone else I'm aware of—have received firm support for everything I've proposed that relates to the LGBTQ+ community, whether it's pro bono work, recruiting support, the Pride breakfast we host, or our donations to legal service and other LGBTQ+-focused organizations. I've never heard the word no or received any pushback.

It's like working with clients and being entrepreneurial—the firm offers a great platform to do things you care about.

From your perspective, what attributes are most important for success in the legal profession?

It's important to be able to listen and relate to others, whether it's your colleagues or your clients, in order to make connections and have productive relationships.

What advice would you offer to young attorneys just starting out in their careers?

Always say yes when offered an opportunity to work on something new or with someone new.

If you weren't an attorney, what might you be?

At least six of my former Berkeley Law classmates are either currently working or recently worked on the Sierra Club's Beyond Coal campaign, so that might be what I'd be doing if I wasn't here.

WSGR Holds Inaugural Diversity Summit *(continued from page 2)*

WSGR associate and Pro Bono Committee member Jamie Otto.

"Overall, our inaugural Diversity Summit was incredibly successful," said Jullia Carretta, WSGR's manager of attorney development and diversity. "It meant a lot to bring together the firm's diverse attorneys to meet, collaborate, and learn from our clients, alumni, and one another. Not only do events like these strengthen our commitment to diversity and inclusion, but they allow us to showcase the talented lawyers we have at WSGR. I've never been more proud to be a part of this firm."



Diversity at Wilson Sonsini Goodrich & Rosati



Wilson Sonsini Goodrich & Rosati 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, WSGR has built a culture in which employees of all backgrounds, viewpoints, and experiences are encouraged and empowered to achieve their maximum potential.

Leadership

Diversity at WSGR is not just about numbers; it's about leadership. Diverse partners—which the firm defines to include ethnic minority, women, and/or LGBTQ+ professionals—hold prominent roles at all levels of management, including the following:

- Board of Directors
- Department and Practice Group Leaders
- Partner Compensation Committee
- Career Development Committee
- New Partner Nominating Committee
- Hiring Committee
- Practice Technology Committee
- Recruiting Committee
- WSGR Foundation's Board of Trustees

Specifically, the firm's board chair 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.

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 2019, 38 percent of the attorneys promoted to partner were diverse
- Overall, since 2002, approximately 46 percent of the firm's attorneys elevated to partner have been diverse
- Currently, 35 percent of the firm's partners and 62 percent of the firm's associates are diverse

WSGR is frequently recognized by leading third-party sources as one of the country's most diverse law firms, as described in further detail on page 9. Against this backdrop, the firm's attorney-focused programs and events are designed to foster professional development and offer participants the opportunity to establish meaningful relationships with their colleagues. For example, our Women's Initiative Task Force hosts panels and brown-bag lunches to discuss issues relevant to female associates. In addition, the firm's diverse partners host affinity group networking receptions and other internal social activities (see page 16 for recent examples) designed to promote mentoring relationships.

Women's Leadership Academy

In October 2018, WSGR hosted the Women's Leadership Academy in Palo Alto. Approximately 200 of the firm's women



attorneys (60 percent) attended the event. The program was designed to strengthen relationships through our shared business network, promote learning, and discuss professional and career development opportunities and challenges.

Recruiting

WSGR strives to attract, mentor, and advance the best legal talent from all backgrounds—regardless of race, ethnicity, gender, or sexual orientation—and devotes significant resources and time to sponsor events, programs, and organizations committed to building a pipeline of diverse attorneys.

Continued on page 8...

Diversity at Wilson Sonsini Goodrich & Rosati *(continued from page 7)*

In 2019, we hired a diverse summer associate class, with 50 percent of our 90 summer associates being women, approximately 33 percent being minorities, and approximately 4 percent being LGBTQ+. We will continue to build the law school diversity pipeline by funding scholarships for diverse students and strengthening our firm's relationships with diverse on-campus student groups.

The WSGR Foundation annually sponsors a Diversity Scholarship through California ChangeLawyers (formerly the California Bar Foundation) to assist incoming first-year law students from historically underrepresented groups in the legal profession who have committed to attend a California law school. Please see page 10 for an interview with David Gonzalez, a student at Stanford Law School and our most recent Diversity Scholarship recipient.

The firm also has partnered with Law Preview on the Law Preview Scholars Program. Through this diversity pipeline and recruiting program, WSGR is sponsoring a law school preparatory course for five diverse incoming 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.

In addition, as a partner of the Diversity Scholar Program of PracticePro, a San Francisco-based legal education start-up, WSGR sponsored a student scholar in the Northern California region in 2018-2019. 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.

With respect to activities and events geared toward diverse law students, the firm has sponsored and attended 62 events over the past year, including the following:



- **Black Law Students Association (BLSA) events** with Berkeley Law, Cornell Law, Michigan Law, Northwestern Law, Penn Law, Stanford Law, Texas Law, and UCLA Law
- **Asian Pacific American Law Students Association (APALSA) events** with Boston University Law, Cornell Law, Duke Law, Georgetown Law, Northwestern Law, UC Hastings, UCLA Law, USC Gould Law, the University of Washington Law, and the University of Wisconsin Law
- **Latino Law Students Association (LLSA) events** with Berkeley Law, Northwestern Law, Stanford Law, and UC Hastings
- **LGBTQ+ events** with Berkeley Law, Boston University Law, Cornell Law, Michigan Law, George Washington Law, Penn Law, Santa Clara Law, UCLA Law, USC Gould Law, and the University of Washington Law
- **Women-related events** with Berkeley Law, Boston College Law, Boston University Law, Harvard Law, Michigan Law, NYU Law, Santa Clara Law, Texas Law, UC Irvine Law, and UCLA Law
- **General diversity events** with Northwestern Law, PracticePro, and Santa Clara Law

External Affiliations

WSGR is involved with numerous external organizations that promote diversity, including Alley to the Valley, the Asian Law Alliance,



Asian Americans Advancing Justice – Asian Law Caucus, the Asian Pacific American Bar Association, Bay Area Lawyers for Individual Freedom (BALIF), the Berkeley-Haas Africa Business Forum, Casa Cornelia Law Center, DirectWomen, Equal Rights Advocates, the Japan Society of Northern California, the Korean American Bar Association of Northern California, La Raza Centro Legal, Lambda Legal Defense and Education Fund, the Legal Diversity & Inclusion Alliance, Medtech Women, the National Center for Lesbian Rights, Silicon Valley Japanese Entrepreneur Network, theBoardlist, and Watermark.

Additionally, WSGR is pleased to sponsor Access to Entrepreneurship, an initiative from Startup@BerkeleyLaw that helps underrepresented start-up founders around the country to connect with investors, attorneys, law students, fellow founders, and other resources.

The firm is proud to support the American Bar Association's Resolution 113 promoting diversity in the legal profession. We also have participated in the ABA's Model Diversity Survey in an effort to advance diversity in the profession and we have signed the New York County Lawyers' Association statement to implement efforts to increase diversity in the profession.

In addition, the firm participated in the following external programs over the past year:

- In March 2019, the firm sponsored the 43rd Annual Gala of the Asian American Bar Association, which was held in San Francisco. The Asian American Bar Association of the Greater Bay Area (AABA) was founded in 1976 to provide Asian American attorneys with a vehicle for the unified expression of opinions and positions on matters of concern to all Asian American attorneys. Ten WSGR attorneys attended the event.
- WSGR also was pleased to sponsor the 39th Annual Gala for Bay Area Lawyers for Individual Freedom (BALIF) in March 2019. Founded in 1980, BALIF is the nation's oldest and largest association of LGBTQ+ persons in the field of law. The organization's members and

supporters include San Francisco Bay Area judges, lawyers, law students, and legal workers. Several WSGR attorneys attended the gala in San Francisco.

- In September 2018, the firm was invited by Google to participate in a mentoring program to aid



in the retention of diverse attorneys. The program paired associates from WSGR and several other law firms with attorneys in various practice areas

at Google. The teams meet monthly to discuss career and professional development topics, and the group convenes quarterly for presentations and networking.

In June 2019, teams gathered in the WSGR's San Francisco and Palo Alto offices, where mentees practiced their elevator pitches and received valuable feedback from their Google mentors on how to prepare for formal and social client pitch opportunities.

- In July 2018, WSGR signed on to participate in the Mansfield Rule 2.0 pilot program, led by the Diversity Lab and requiring law firms to consider women, minority, and LGBTQ+ lawyers in nominations and selections for leadership or governance positions, lateral hiring, and equity partner promotions.

WSGR Honored as a Leading Law Firm for Diversity

Wilson Sonsini Goodrich & Rosati continues to be recognized among the nation's top law firms for diversity. Our accolades from third-party sources over the past year include the following:

- WSGR ranked No. 4 overall in *The American Lawyer's* 2019 Diversity Scorecard, with 27 percent minority attorneys and 20.1 percent minority partners.

The annual Diversity Scorecard is one of the best-known benchmarks measuring law-firm diversity, tallying and ranking the number of Asian or Asian American, Black or African American, Latino or Hispanic, and self-described multiracial partners and associates at Am Law 200 and National Law Journal 250 law firms.

- The firm ranked No. 1 on *Law360's* 2019 "Best Firms for Minority Attorneys" list in

the publication's most recent Diversity Snapshot. WSGR also ranked No. 1 on the list of top law firms (with more than 600 attorneys) for minority equity partners in *Law360's* 2018 Diversity Snapshot.

- In August 2018, for the seventh consecutive year, our Austin office received an "A" grade on the Austin Law Firm Diversity Report Card, which is published annually by the Hispanic Bar Association of Austin, the Austin Black Lawyers Association, the Austin Asian American Bar Association, the Austin LGBT Bar Association, and the Travis County Women Lawyers' Association.

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DIVERSITY SCORECARD 2019

THE DIVERSITY SCORECARD RANKS THE 200 LARGEST LAW FIRMS IN THE U.S. BY THE PERCENTAGE OF DIVERSE ATTORNEYS AND PARTNERS. WSGR RANKED #4 OVERALL.

RANK	FIRM	MINORITY ATTORNEYS	MINORITY PARTNERS
1	Fragomen	32.0%	23.9%
2	WVW & Co.	31.0%	19.8%
3	Carta	41.0%	25.5%
4	WILSON SONNSINI GOODRICH & ROSATI	27.0%	20.1%
5	East	22.2%	21.0%

THE FIVE TOP-RANKED FIRMS

FROM WITH HIGHEST PERCENTAGE OF ASIAN-AMERICAN ATTORNEYS

FIRM	PERCENTAGE
WVW & Co.	13.2%
WILSON SONNSINI GOODRICH & ROSATI	12.5%
SHOOK & BARNES	11.7%

The Best Law Firms For Minority Attorneys
600+ Lawyers

Rank	Firm
1	Wilson Sonsini Goodrich & Rosati
2	Morrison & Foerster
3	Paul Hastings
4	Sheppard Mullin
5	Cleary Gottlieb
6	Akerman
7	Orrick
8	Paul Weiss
9	Davis Polk
10	Greenberg Traurig
11	Lewis Brisbois
12	Littler
13	O'Melveny
14	Morgan Lewis
15	Jackson Lewis
16	Sidley Austin
17	DLA Piper
18	Dentons
19	Dentons

300-599 Lawyers

Rank	Firm
1	Fragomen
2	Fenwick & West
3	Fish & Richardson
4	Shearman & Sterling
5	Crowell & Moring
6	Carlton Fields
7	Cadwalader
8	Cahill Gordon
9	Mintz
10	Haynes and Boone
11	Davis Wright Tremaine
12	Williams & Connolly
13	Kramer Levin

Catching Up with WSGR Foundation Diversity Scholar David Gonzalez

In October 2018, California ChangeLawyers (formerly the California Bar Foundation) recognized first-year Stanford Law student David Gonzalez as the WSGR Foundation Diversity Scholar for 2018 at its annual Scholarships for Justice reception in Los Angeles.

A first-generation college student from Los Angeles, David—whose parents immigrated to the United States from Mexico—attended five community colleges, worked multiple jobs to help support his family and pay for school, and obtained a political science degree from UC Berkeley. In part, he credits this accomplishment to the support he received through USC Upward Bound, an educational program that helped him navigate the college application process while in high school. Inspired by Upward Bound's dedication to him and compelled to give back, David worked for the program in several capacities both before and after his time at Berkeley. In addition, he completed a year-long fellowship in the California State Senate, where he staffed his member on the Human Services Committee, as well as two bills on behalf of his member that sought to increase access to healthcare and childcare for families.

David (pictured here with WSGR partner and California ChangeLawyers board member Katherine Ku and WSGR associate Kyle Funn) recently spoke to WSGR about his law school experience thus far, the areas of law that have piqued his interest, and his advice for those interested in pursuing law school, among other topics.



What led you to pursue the study of law?

I've always been really interested in law and government. My parents immigrated to the U.S. from Mexico, so immigration laws and the ways in which laws affected my life and my community were always at the forefront of my mind. Then I studied political science in college, which got me thinking more generally about government and fueled the interest I had.

After college, among other jobs, I took a fellowship to work at the California State Senate, where I had a fantastic time learning about the legislative process, the laws being proposed, and the issues that were current at the time. That experience really drove me to want to understand more about how these laws impact people, how they interact with each other, and how they're applied. I thought law school would provide me with a great opportunity to do that.

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

It's been an overwhelmingly positive experience. At times, it felt like a lot—we're required to take 18 units our first quarter—but I've been fortunate to be around classmates who are really supportive and professors who

truly want to help us succeed. It's cool to look back and realize how much I was able to learn and build that foundation in such a short period of time. The most positive thing has definitely been the people—from classmates to professors and staff, everyone is invested in everyone's success. It's a really great environment to be in.

In terms of what's surprised me, I was a bit worried coming in—I had seen movies that made law school seem scary, but that wasn't the reality at all. For instance, with cold calls in class, the professors are really nice about it. They want us to get to that answer, and they're not looking to make us feel bad. Plus, my classmates are really collaborative. It's been a terrific experience so far.

It's still early, but based on your experience to date, is there a particular area of the law that interests you?

That's a tough question to answer, because I think a lot of the areas are extremely interesting. I'll walk into one class and feel like it's the greatest subject ever, and then I'll feel the same way about the next class. One subject I've found really interesting is torts. I didn't really know much about it going in, but I've enjoyed learning about the laws that help to make people whole when they've suffered a wrong through the civil system. More

broadly, I'm very interested in constitutional law and constitutional matters, such as the rights of free speech and privacy. So, I don't know if there's any one particular area I can single out, but right now I'd probably say torts and constitutional law.

Do you have any sense yet of what path you might want to pursue after graduating from law school?

It's tough, especially since we're exposed to so many areas and get to hear so many speakers talk about all sorts of subjects. It makes me feel as though I want to do everything. The hard part is picking exactly what I want to do.

Given my background, I'm still very interested in policy, specifically educational policy. We have clinics here on campus, and I'd like to do the educational policy clinic to get some first-hand experience. Also, I've really enjoyed brief writing and research, so I'll likely want to do litigation. It's difficult to figure out what exactly in litigation, though.

What does it mean to you to be selected as the WSGR Foundation Diversity Scholar?

It means a lot. In addition to the monetary support, it gives you confidence when people

Continued on page 12...

Our Commitment to Pro Bono

As part of a broader initiative to give back to the communities where our employees live and work, Wilson Sonsini Goodrich & Rosati provides pro bono legal services to numerous nonprofit organizations that reflect the firm's commitment to diversity. In addition, the firm offers pro bono legal assistance to numerous diverse individuals in asylum, U-Visa, and domestic violence cases. Below we highlight our recent pro bono work on behalf of three organizations.



California Rural Legal Assistance

California Rural Legal Assistance (CRLA) provides direct legal services, community outreach, and educational training to nearly 50,000 low-income people annually, including farmworkers, individuals with disabilities, immigrant populations, LGBTQ+ communities, and women, children, and families in rural areas. CRLA's primary program focus areas include education, employment and labor, housing, leadership development, and rural health.

WSGR partnered with CRLA, along with several other civil rights organizations, including the Mexican American Legal Defense and Education Fund, the Equal Justice Society, and Greater Bakersfield Legal Assistance, in a lawsuit against Kern High School District (KHSD) to stop years of discriminatory discipline practices that deprived African American and Latino students of their right to an education. After a three-year court battle, a landmark settlement was reached with KHSD that included an immediate change to the district's discipline practices to reduce the disproportionate suspensions, expulsions, and involuntary school transfers of African American and Latino students.

The WSGR pro bono team that was part of the coalition representing the plaintiffs in the matter included partner Steven Guggenheim and Of Counsel Joni Ostler. In November 2018, Steven and Joni were honored with CRLA's 2018 Champions of Educational Justice Award. CRLA expressed gratitude for Joni and Steven's work on this matter, noting that their contributions to the litigation were critical to its successful outcome.



CASA CORNELIA
LAW CENTER

Casa Cornelia Law Center

Casa Cornelia Law Center is a public interest law firm providing quality pro bono legal services to victims of human and civil rights violations, with a primary commitment to the indigent within the immigrant community in Southern California.

Since 2010, WSGR has provided pro bono legal services to referrals from Casa Cornelia Law Center in various immigration matters. In May 2019, Casa Cornelia Law Center selected Wilson Sonsini Goodrich & Rosati as its 2019 La Mancha Pro Bono Law Firm of the Year. According to Casa Cornelia Executive Director Carmen Chavez, in 2018 alone, the firm provided more than 1,000 pro bono hours to the organization's clients. WSGR will be presented with the award at a ceremony in October 2019.

"Casa Cornelia is indebted to WSGR's pro bono service, leadership, and contributions to further our mission to provide quality pro bono services to those fleeing persecution, torture, and abuse," Carmen said. "For several years now, WSGR has provided outstanding, high-quality, and passionate support of our legal programs."

"We are also grateful for Luke Liss's support as Pro Bono Counsel and the firm's support of pro bono programs generally in San Diego that ensure access to justice for so many that would not otherwise receive assistance. We know that without the endorsement of firm leadership, this pro bono work would not exist."



Coalition of Black Excellence

Launched in 2018, the Coalition of Black Excellence (CBE) seeks to "elevate the Black community by marshalling talented Black professionals for one week to share our varied expertise, improve our careers, and transform our community." CBE's goals include networking and connecting Black professionals across sectors to promote the exchange of business opportunities and provide a space to strategize on how to elevate the Black community as a whole; highlighting excellence among Black employees, business owners, and community representatives in order to inspire future generations of leaders; educating Black professionals about industry developments, career growth, and business opportunities; and giving back through volunteer activities and raising funds to support outreach efforts for underserved neighborhoods. CBE's primary focus is CBEWeek—a week of programming and events with different focus areas, including technology.

WSGR has assisted CBE with the drafting and negotiation of partnership, third-party, and service agreements that CBE has entered into with other nonprofit entities and service providers. The firm has also assisted CBE with the planning and execution of CBE's "First Annual Legal Pitch Day," a networking program dedicated to introducing in-house counsel and Black outside counsel to discuss opportunities for working together. The WSGR attorneys working with CBE include partner Melissa Hollatz and associate Nikkisha Smith.

Continued on page 12...

Our Commitment to Pro Bono *(continued from page 11)*

The following attorneys dedicate time to serving on the boards of directors of nonprofit organizations that demonstrate a commitment to diversity, as well as legal aid organizations that serve low-income and diverse populations:

- **AIDS Legal Referral Panel** – Scott Zimmermann
- **Asian Americans Advancing Justice Los Angeles** – Katherine Ku
- **Asian Law Alliance** – Lenny Huang and Jamie Otto
- **Bay Area Lawyers for Individual Freedom** – Christine Capuyan
- **Bay Area Legal Aid** – David Steuer
- **Bay Area Urban Debate League** – Ben Crosson
- **Bet Tzedek** – Katherine Ku
- **California ChangeLawyers** – Katherine Ku
- **Community Legal Services in East Palo Alto** – Catherine Moreno
- **DC Volunteer Lawyers Project** – Jamillia Ferris
- **Eastside College Preparatory School** – Brad O’Brien
- **Fresh Lifelines for Youth** – Rico Rosales
- **Korean American Community Foundation** – Chul Pak
- **Korean American Lawyers Association of Greater New York** – Chul Pak
- **Law Foundation of Silicon Valley** – Caz Hashemi
- **Lawyers’ Committee for Civil Rights of the San Francisco Bay Area** – Steve Guggenheim
- **Legal Aid at Work** – John Flynn
- **Legal Aid Society of San Mateo County** – Vera Elson
- **Next Door Solutions to Domestic Violence** – Melissa Hollatz
- **One World Education** – Seth Silber
- **Spoons Across America** – Jeff Bank
- **Western Center on Law & Poverty** – Olivia Kim
- **YMCA Silicon Valley** – Katharine Martin

Diversity Scholar David Gonzalez... *(continued from page 10)*

in the legal field who are great at what they do believe in you and believe you can achieve what you want to do. That to me was very meaningful—especially when the quarter got a bit tough, it made a difference knowing there are lawyers out there who support you.

They assigned a WSGR attorney mentor [Elise Lopez] to me, which has been really helpful. She checks in on me every once in a while to make sure that I’m doing well. If I have any questions, she’s there to answer them. It’s meant a lot.

What advice do you have for high school or undergraduate students who are thinking about law school or pursuing a legal career?

I have three main pieces of advice. First and most importantly, when thinking about what major to study, don’t limit your options just

because you think certain subjects don’t fit the “typical” path to law school. Find and study what you’re passionate about—you’ll be able to do really well and enjoy what you do. A lot of my law school classmates didn’t take the typical political science or philosophy route; people studied all sorts of things. At Berkeley, there were several students in my political science classes who really didn’t like the subject, but they wanted to go to law school and felt like it was what they had to do. A lot of them switched majors and still ended up going to law school.

Second, try to get exposure to the legal field, whether through a firm or another organization that deals with the law, to gain an understanding of what the day-to-day work would be like. And third, talk to law students who have been in your position to help guide you through the process.

What’s one thing that people might be surprised to learn about you?

I’m a huge baseball fan—for the past two years, I’ve watched or listened to hundreds of baseball games. And I’m actually a Yankees fan, even though I’m from Los Angeles.

Through contributions from law firms and other donors, California ChangeLawyers’ Diversity Scholarship Program provides financial support and recognition to incoming first-year law students from groups historically underrepresented in the legal profession who have committed to attend a California law school and have a financial need and desire to make an impact in the community. The WSGR Foundation has supported the program since 2008.

Diversity at the Partner Level

For a complete list of WSGR's women partners, see pages 14-15 of our 2019 WIN Newsletter at <https://www.wsg.com/publications/PDFsearch/WIN-newsletter-2019.pdf>.



John Aguirre
Employee Benefits and
Compensation
Palo Alto



Michael Coke
Corporate
Palo Alto



Kenji Funahashi
Corporate
Los Angeles



Megan Baier
Corporate
New York



Robert Day
Corporate
Palo Alto



Beth George
Privacy and Cybersecurity
San Francisco



Colleen Bal
Litigation
San Francisco



Vera Elson
IP Litigation
Palo Alto



Yitai Hu
Patent Litigation
Palo Alto/Beijing



Gregory Broome
Tax
San Francisco



Peter Eng
Intellectual Property
Palo Alto



James Huie
Corporate
San Francisco



Weiheng Chen
Corporate
*Hong Kong/Shanghai/
Beijing*



Jamillia Ferris
Antitrust
Washington, D.C.



Robert Ishii
Mergers & Acquisitions
San Francisco



Zhan Chen
Corporate
Shanghai/Hong Kong



Mark Fitzgerald
Corporate
Boston/Washington, D.C.



Ethan Jin
Corporate
Beijing/Hong Kong

Continued on page 14...

Diversity at the Partner Level *(continued from page 13)*



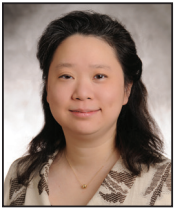
Raj Judge
Corporate
Palo Alto



Katherine Ku
Corporate
Los Angeles/Palo Alto



Scott Murano
Corporate
San Francisco/Palo Alto



Charlotte Kim
Corporate Finance
Boston



John Randall Lewis
Corporate
San Francisco/Palo Alto



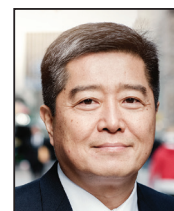
Dan Ouyang
Corporate
Beijing/Hong Kong



Jeana Kim
Corporate
Seattle



Derek Liu
Mergers & Acquisitions
San Francisco



Chul Pak
Antitrust
New York



Olivia Kim
IP Litigation
Los Angeles



Jose Macias
Corporate
Palo Alto



Christopher Paniewski
Technology Transactions
Palo Alto



Tung-On Kong
Patent Litigation
San Francisco



John Mao
Corporate
San Francisco



Rezwan Pavri
Corporate
Palo Alto



Sriram Krishnamurthy
Employee Benefits and
Compensation
New York



Catherine Moreno
Securities Litigation
Palo Alto



Rico Rosales
Employment Litigation
Palo Alto



Franklin Rubinstein
Antitrust
Washington, D.C.



Jose Villarreal
Patent Litigation
Austin



Jie Zhu
Corporate
Shanghai



Manja Sachet
Technology Transactions
Seattle



Wendy Huang
Waszmer
Antitrust
New York



Jonathan Zhu
Tax
Palo Alto



Ignacio Salceda
Securities Litigation
Palo Alto



Lianna Whittleton
Corporate
Palo Alto



Scott Zimmermann
Energy and Infrastructure
San Francisco



Amy Simmerman
Corporate
Wilmington



Wanda Woo
Corporate
Hong Kong



Myra Sutanto Shen
Tax
Palo Alto



Lucy Yen
Litigation
New York



Yoichiro Taku
Corporate
Palo Alto



James Yoon
Patent Litigation
Palo Alto

WSGR Hosts Numerous Affinity Group Events

As part of its efforts to foster a supportive and inclusive environment for LGBTQ+ attorneys and attorneys of color, Wilson Sonsini Goodrich & Rosati hosted several affinity group events over the past year. The firm's affinity groups promote professional development and offer participants the opportunity to establish meaningful relationships with their colleagues. Diverse partners host networking receptions, dinners, and other internal social activities designed to promote mentoring relationships. In addition, all of the affinity group leaders were involved in planning WSGR's first-ever Diversity Summit, held in June 2019 and detailed in the cover story of this publication.

Below is a brief roundup of affinity group gatherings from the past year:

- In June 2019, the **LGBTQ+ Affinity Group** organized a brunch in the San Francisco office in conjunction with the 49th Annual SF Pride Parade, the nation's largest gathering of the LGBTQ+ community and its allies. All firm employees and their families, clients, and friends were invited to attend.



The group also held a holiday dinner in November 2018 at San Francisco's Che Fico. They plan to host more events going forward that incorporate alumni, clients, and law students.

- In June 2019, WSGR's **Bay Area African American Affinity Group** met for a lunch at La Bodeguita del Medio in Palo Alto to welcome a group of new hires, as well as to continue strengthening their network and professional relationships.



The group also gathered for a dinner in February 2019 while some of its members were visiting San Francisco for the Seventh-Year Academy, and held a dinner in November 2018.



In addition, the D.C. African American Affinity Group has gathered for a monthly meeting since April 2019.

- WSGR partner Yokum Taku graciously shared his home with more than 40 attorneys from the firm's **Asian American Affinity Group** in February

2019 for a dinner to facilitate internal networking. Several partners in attendance shared reflections on their experiences at WSGR and urged the group to continue to look for future growth opportunities.

- In January 2019, members of the firm's **Latinx Affinity Group** got together at iTalo Restaurant in Palo Alto. The group plans on hosting more events and dinners throughout the year and will continue its partnerships with law-school student organizations.



The firm's affinity group leaders are as follows:

African American Affinity Group: Greg Broome, Randy Lewis, Luke Liss, and Nikkisha Smith

Asian American Affinity Group: John Mao, Jamie Otto, and Yokum Taku

Latinx Affinity Group: Michael Coke and Briza Sanchez

LGBTQ+ Affinity Group: Alex Meyer, Ted Serra, and Scott Zimmermann

Women's Initiative Task Force: Jill Fulwiler

WSGR Wilson Sonsini Goodrich & Rosati
PROFESSIONAL CORPORATION

650 Page Mill Road, Palo Alto, California 94304-1050 | Phone 650-493-9300 | Fax 650-493-6811 | www.wsgr.com

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