

# DIVERSITY at Wilson Sonsini

## Meet Our Newly Elected Women Partners, Part I



Amy Caiazza



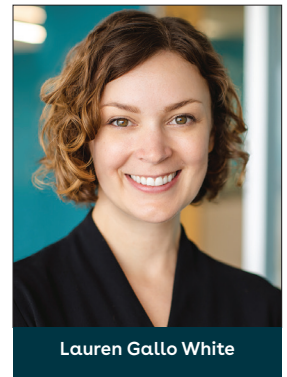
Jennifer Fang



Jessica L. Snorgrass



Jaqueline Tokuda



Lauren Gallo White

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In December 2019, 10 of the 17 Wilson Sonsini attorneys elected to the firm’s partnership were women. In the first of a two-part series, we learn more about five of these highly accomplished attorneys—Amy Caiazza, Jennifer Fang, Jessica Snorgrass, Jaqueline Tokuda, and Lauren Gallo White—who come from diverse backgrounds and practice in a broad range of areas. Among other topics, they discuss their start in the legal profession, what brought them to Wilson Sonsini, the opportunities the firm has afforded them, what they enjoy most about their work, and their advice for junior attorneys.

Part Two of this series, featuring interviews with the other women in the most recent new partner class, will appear in the Summer 2020 issue of the *Diversity Newsletter*. All officially became partners on February 1, 2020.

### Amy Caiazza

*Corporate, Washington, D.C.  
J.D., University of Maryland Francis King  
Carey School of Law, 2011*

#### How did you get started in the legal profession? Did you always know you wanted to be an attorney?

The answer to the second question is a decisive no, because I actually didn’t go to law school until I was 40. I had a whole different career before this—I have a doctorate in political science, and I ran a research program on women and political participation at a feminist think tank for about 10 years.

Over time, I became frustrated with what was going on in the women’s movement, and I started exploring alternative career paths. I spoke with a lot of my friends and acquaintances about their jobs. I’m in D.C., where you can’t throw a rock without hitting a lawyer, and many of the

## Meet Our Newly Elected Women Partners, Part I *(Continued from page 1)*

people I knew were lawyers who were doing really interesting things. I knew I wanted to do something in the business or finance sector, and I had envisioned working for a law firm from the time I decided to go to law school, in part because I knew people on the regulatory side in government or who worked at self-regulatory organizations. They're my counterparts now, since I do regulatory work.

### **What brought you to Wilson Sonsini?**

I was working at another firm with Rob Rosenblum, who's currently the other partner in our group, and we were doing essentially the same type of work we do now (although it wasn't called "fintech" at the time). We wanted a platform where there were more start-ups and more innovative companies as clients, because we felt those were the connections we needed to make. We came to Wilson Sonsini [in 2015] because it has exactly those clients. In addition, we had worked with a variety of partners and associates at Wilson Sonsini for a long time and were excited about the possibility of becoming their colleagues.

### **What kind of opportunities has the firm afforded you?**

We get to work with clients at the cutting edge of fintech work, which has allowed us to expand our practice and keep pace with innovation in the financial space.

### **What do you enjoy most about your work?**

Because our practice is about riding and anticipating waves of change, we rarely do anything more than once or twice, so we're constantly doing new things and dealing with issues of first impression. It's fun to always be at that cutting edge and part of a group where we're always tossing around ideas and the best ways to approach a new challenge. It's intellectually invigorating. We're also always working with very smart,

interesting, innovative people on the client side. And that extends to how we work as a group and with our other colleagues at the firm.

### **What are your thoughts on the role or importance of diversity at the firm? In the industry more generally?**

I am absolutely convinced that it matters who's in the room, whether it's women, people of color, or other types of diversity. It's important to understand everyone's experiences when you're dealing with workplace issues, but it's also important to have a variety of views when you deal with any type of problem, because it only gets you to a stronger place.

This is a tough profession because it's a service industry. We're at the beck and call of our clients, which means that the demands never end. In that way, working at a law firm raises more challenges than some other types of workplaces, at least for issues related to work and family balance. We really need all kinds of voices to help tackle those challenges.

I've seen a lot more focus on these issues recently, and that may be in part because this firm focuses on them more than others. I think we're starting to see more and more flexibility and supportive policies. But there's still a lot of work to be done. There's definitely a broader societal piece of this that we aren't addressing as quickly as we could. Those issues are more difficult for the firm to address, but it's something we should keep talking about and pursuing.

Having worked within a women's rights organization, I have seen that activists talk about the issues facing women in a completely different way from women who support the women's movement but aren't actively involved in it. There's a real disconnect between what I saw working at a feminist think tank and

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"I am absolutely convinced that it matters who's in the room, whether it's women, people of color, or other types of diversity"

- Amy Caiazza

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what I see among women at law firms—somehow we need to bridge that gap. There's a lack of potential group power that we're not tapping into. I don't know how to fix that, but it's something that's been striking to me.

### **What attributes would you say are most important for success in the legal profession?**

You have to be intellectually rigorous, you have to be able to communicate well, and you have to be able to tell people things they may not want to hear.

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

When I was first starting out, someone said, "Make sure you have a really great home office." If you can work from home and you have all the tools and space you need there, it makes it a lot easier to do the work you need to do, and not necessarily on a typical schedule. That can help so much with trying to cover all the bases of your life. It's a simple idea, but I've found that it's been critical. If I have to work from home because something's going on, I can still get my job done without feeling like I'm not performing at top capacity.

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

I play in a band, so I would be a rock star.

## Jennifer Fang

*Corporate, Boston*  
J.D., University of Pennsylvania Law School, 2009

### How did you get started in the legal profession? Did you always know you wanted to be an attorney?

Growing up, my family and I didn't know any lawyers, so the profession wasn't on my radar. I thought I'd become a teacher or architect.

I first encountered law when I was trying to join my high school's mediation program. In order to get into the program, I had to take a class on law basics and, as they say, the rest is history. The class opened my eyes to the opportunities that laws can create, whether getting justice through court or the patent law system, where innovators are incentivized to share their inventions. I studied science and engineering in college, thinking I'd become a patent lawyer.

Fast forward to now, I'm not a patent lawyer, but as a corporate lawyer focused on start-ups, I still get to work with innovators and love helping them create successful businesses.

### What brought you to Wilson Sonsini?

The short answer is fellow Wilson Sonsini corporate partner Melissa Rick. Melissa—who joined the firm's Palo

Alto office in 2015—and I had worked together extensively at my prior firm. She understood my work style, career goals, and, most importantly, my values, so when she urged me to consider joining Wilson Sonsini's new Boston office, her opinion carried a lot of weight. One of the things I'd like to convey is that relationships really matter. The friendship I had with Melissa was critical—I don't think I would've given Wilson Sonsini a chance if it weren't for her—and it's been terrific to be colleagues again, sharing resources and knowledge coast-to-coast, and seeing each other at firm events.

### What kind of opportunities has the firm afforded you?

Wilson Sonsini is an incredible place for someone like me trying to build a corporate law career focusing on life sciences and biotech start-ups. The firm is a leader in start-up and venture capital representation and has a formidable team of corporate securities and governance lawyers experienced in working with the most innovative companies and the funds that invest in them. We also have robust IP and technology transactions practices helping biotech and other life sciences companies create tremendous value out of their innovations, and the firm has been building a comprehensive, world-class FDA regulatory practice. I've truly enjoyed learning more about Wilson Sonsini over the past few years and

bringing the firm's talent, experience, network, and expertise to Boston and New England as we continue to build our local presence. In addition, I love that the firm is truly innovative and constantly looking for ways to serve our clients more efficiently and effectively, including through the adoption of new technology in our daily work.

The opportunity to help start a new office in Boston is also pretty unique. I care about working in a good office environment where everyone feels empowered, and starting at the ground level means you can significantly impact culture, from recruiting and hiring to training, mentoring, and retention. It's hard work and it never lets up, but I really enjoy it.

### What do you enjoy most about your work?

The problem-solving. That's the engineering side of me. It feels good to not only figure out where the potential risks are for our clients, but also understand their business objectives (or in some cases, guide them in figuring out their objectives) and ultimately help them achieve a good outcome. That goes back to something else that's great about Wilson Sonsini's culture—the firm is very business-forward. It's not just about learning the law and being an expert, but giving advice in a business context and helping our clients solve their problems holistically.

## Coming Soon: Women's Leadership Summit

November 12-13, 2020  
Hotel Nia  
Menlo Park, California

Wilson Sonsini's Leadership Summit brings women together from all offices to build their leadership, mentoring, and relationship skills and to encourage them to think about the best strategies to grow and enhance their careers. The firm's October 2018 Women's Leadership Academy was attended by more than 200 women from across the firm. We look forward to another successful event this November.

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## Meet Our Newly Elected Women Partners, Part I *(Continued from page 3)*

### **What are your thoughts on the role or importance of diversity at the firm? In the industry more generally?**

I think it's very important, but I also think there are many different types of diversity—for instance, I'm female, Asian, a first-generation corporate lawyer, and I have a science and engineering background, and I often spend my free time with different communities and have a different network of contacts, which has been great from a business development perspective. Many of my non-lawyer friends don't know too many lawyers.

Much of these first few years here have been spent trying to figure out how to connect the people I know to various colleagues, whether to help an existing client, land a new client, or generally help others. I've answered many internal expertise queries with contacts made from serving on the board of the Asian American Lawyers Association of Massachusetts. And having spent a decade working in labs and knowing lots of scientists has been helpful in my practice, for example by enabling me to understand an aspect of the technology.

Diversity of experiences is important. As a start-up corporate lawyer, you are often also serving as the general counsel and will need to be able to spot issues. If everyone came from the same mindset, training, and background, they're all likely to think the same way and miss the same things. Our clients also need us to come up with creative solutions, and having a diverse background or experiences can help us collectively think outside the box because we can each look at things differently.

So yes, I believe diversity is very important and should be recognized as important. I hope everyone on our team

recognizes their individual differences and how they can use their unique experiences, insights, and backgrounds to contribute and help each other, our clients, and the firm, and that we also recognize the ways we are not diverse and work to fix our blind spots.

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*"Our clients need us to come up with creative solutions, and having a diverse background or experiences can help us collectively think outside the box because we can each look at things differently"*

*—Jennifer Fang*

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### **What attributes would you say are most important for success in the legal profession?**

At a high level, it's so important to be versatile and adaptable. You not only need to have good attention to detail, but you also have to be able to see the big picture. You need to know when to fight for something, but at the same time recognize when a compromise needs to be made. Additionally, the legal market is changing a lot, so being flexible and willing to try new technologies is key.

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

Be connected, both internally and externally. Many popular shows depict lawyers as lone wolves, but often the practice is about a team, whether it's you being part of a team with your client, or you relying on peers and experts within the firm. It's important to cultivate

relationships, as they will be integral to your practice.

Be hungry to learn and open to learning, including working on different types of projects and with different kinds of people.

When you're a novice, you aren't necessarily expected to know the right answer, which is okay, but you are expected to know all the facts, so make sure you're paying attention to the details.

Last but not least, your word, reputation, and integrity are paramount. This industry runs on trust—do not waste it.

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

I think I would have studied economics or psychology and become a professor.

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## **Jessica L. Snorgrass**

*Litigation, Palo Alto  
J.D., University of San Diego School of Law,  
2008*

### **How did you get started in the legal profession? Did you always know you wanted to be an attorney?**

I always knew I wanted to go to law school because it gives you great opportunities. If you want to go into politics, business, or education, for example (all things I was still interested in as an undergraduate), a law degree can only help open new career avenues.

### **What brought you to Wilson Sonsini?**

I went to law school in San Diego and knew I wanted to stay in California. I liked that the firm's client base was comprised primarily of cutting-edge technology companies and it

was appealing to me to be in that environment at such a highly regarded California-based law firm, especially in the Bay Area in the heart of Silicon Valley. After interviewing with a diverse group of attorneys at the firm, it felt like a good match in terms of personality as well.

### **What kind of opportunities has the firm afforded you?**

The firm's litigation department is very much a meritocracy, in that if you demonstrate your legal skills, you are given more and more opportunities. As I continued to learn and develop as an attorney, I appreciated the opportunity to embrace fairly senior-level responsibilities early on and was able to focus my career in a practice area that I found particularly interesting and keep growing that platform.

I think that same characteristic of the department is also what helps our practice continue to grow. As junior, mid-level, and senior associates are encouraged to—and do—seek opportunities to learn and become integral team members, we as a team benefit from innovative thought and different perspectives and debate, which helps us continue to deliver best-in-class client service competitive with any other law firm.

### **What do you enjoy most about your work?**

The diversity of the practice brings me new challenges each day, not only because of the unique client base (including both companies and individual clients), but also the opportunities each matter affords to think of new, creative ways to approach and solve issues. I've encountered many issues of first impression across matters, and it is rewarding as an attorney to be at the forefront of novel legal issues and offer insights. The subject matters I work

on also tend to be particularly interesting from my perspective (e.g., alleged bribery abroad, etc.).

In addition, I enjoy representing individual clients for the unique reason that you have the occasion to witness firsthand the impact you can have on clients. Helping to guide an anxious client through days of preparation for SEC testimony and the testimony itself, for example, can be extremely rewarding on both an attorney level and a human level. Many clients have told me appreciatively after testimony that they could not imagine having gone through the process without our assistance, which is a nice reminder of why we all went to law school—to serve our clients. (Full disclosure: Clients in government investigations also like to add, “but I hope we never have to see each other again,” which you get used to in this line of work.)

### **What are your thoughts on the role or importance of diversity at the firm? In the industry more generally?**

We live in an area where our clients (and friends, neighbors, etc.) are proudly diverse, and the attorneys at the firm reflect the exceptional diversity of our clients. I think the fact that the firm encourages and promotes diversity at all levels, oftentimes without us even noticing, just goes to show that the culture of diversity at the firm comes naturally to us. That said, I think the firm, and the legal industry as a whole, like all things, can do better and we need to keep striving for improvements, but I am proud that our firm is at the forefront of the industry in that regard.

### **What attributes would you say are most important for success in the legal profession?**

I would say diligence, hard work, and dedication to excellent client service are the most important attributes for success

in the legal profession. In the area of government and internal investigations, which tends to be particularly fast-paced and complex, I think strong organizational skills and an ability to prioritize competing deadlines and responsibilities are vital for success at a more senior level.

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

Care about your work and set a standard of excellence that you would want an attorney reporting to you to have in their work. For example, before submitting something to a more senior attorney, ask yourself if you would be comfortable sending it directly to the client, the court, or the government.

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

Perhaps an author or investigative journalist. Part of what I enjoy about my practice is that it involves a lot of writing, and if I were not an attorney I would probably have navigated to another career that involves getting to write. That said, a great aspect of this profession is the powerful impact we can have on our clients through our written advocacy—for example, a successful court brief or government submission—so I think this is the perfect profession for writers who are equally passionate about the law.

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## **Jaqueline Tokuda**

*Employee Benefits and Compensation, Palo Alto*

*J.D., Boston College Law School, 2006*

### **How did you get started in the legal profession? Did you always know you wanted to be an attorney?**

Not at all. In second grade, I wanted to be a writer when I grew up. In high

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school, I thought I wanted to become an actuary.

After college, I started my career in investment banking. I thought I was done with school! While working in banking, which was during the internet boom, I saw my then-employer provide representation in many tech IPOs, and I became particularly interested in the founder and executive wealth created (and sometimes lost, unfortunately) in those days. Call me a nerd, but I was so curious, for example, about why compensatory stock options didn't have an accounting charge, or why executives were required to disgorge their profits from stock due to this funny thing called a short-swing profit rule. In whatever direction employee compensation was headed, I had in my mind that it was at the tipping point of significant change and regulation. I thought, well, here's something I could do and maybe I'd be good at it. So, I went about looking for a career in the field.

I was not convinced about lawyering, even after starting law school. I sought a law degree because I believed it would provide a good foundation for working in compensation, in perhaps a human resources capacity. In my 2L spring semester though, I took a law class in employee benefits that changed my perspective. Half of the semester covered the proposed regulations of Section 409A of the tax code. We also did a few exercises in nondiscrimination testing for 401(k) plans. I loved the technical and quantitative aspects of this area of law, and I thought that my finance background probably would transfer well to a legal practice in compensation and benefits. A little late to the law firm recruiting process but determined to look into this further, I reached out to practitioners at law firms specializing in comp and benefits.

### **What brought you to Wilson Sonsini?**

I already was familiar with Wilson Sonsini because I had worked in investment banking down the street at Credit Suisse before heading to law school. Firms like Wilson were handling many of the IPOs and other corporate transactions at the time. In fact, I spent many hours at the printers in S-1 drafting sessions with Wilson attorneys while at Credit Suisse! To me, Wilson Sonsini was among the who's who of legal advisers for transactions in Silicon Valley. As I was well aware of the firm's reputation here and knew I wanted to return to the area after law school, Wilson Sonsini naturally was on my short list.

On top of that, the firm had a well-established employee benefits and compensation (EB&C) practice. It struck me as quite a large practice group among the law firms that were out here, which was appealing. I reached out directly to EB&C practice leader John Aguirre, interviewed with the firm, and received an offer.

### **What kind of opportunities has the firm afforded you?**

I was starting my career at an exciting time when technology was taking off in new directions and changing the economic landscape in huge ways, as it continues to do so today. It has been rewarding to pursue a path in executive comp and benefits alongside these innovative companies that are doing groundbreaking work. So many of the firm's clients, from the tiny start-up that's just getting going to the large and longstanding companies that have been around since semiconductor chips were invented (or even earlier), are driving the many economic engines of today's world. The firm offers such a unique and wonderful platform in that regard.

### **What do you enjoy most about your work?**

I'm continuing to pursue my passion. I feel tremendously privileged and lucky to do work that I enjoy and to be able to make a living from it.

### **What are your thoughts on the role/importance of diversity at the firm? In the industry more generally?**

It's a very important topic and I'm glad that the science supporting the business case for greater diversity and inclusion is more at the forefront of people's minds today than it probably ever has been in our time. Our society is becoming more diverse. Our community, the attorneys and law school students that the firm recruits, and the firm's clients want to see more diversity. Many of my amazing and talented colleagues and I want to see more diversity among us.

There's still a long road ahead, but we're rolling up our sleeves to do the important work. I see the firm's leadership committed and supportive in our diversity efforts. We have many allies within the firm who are stepping up and playing critical roles. Wilson Sonsini continues to be recognized for being ahead of its competitors in diversity: the firm ranked first in *Law360's* 2019 Best Firms for Minority Attorneys listing and ranked fourth in *The American Lawyer's* 2019 Diversity Scorecard. In the most recent year, the majority of attorneys promoted to the partner level were women. I'm proud to be among them.

Actually, I marvel at the idea. When I was in law school contemplating a career in law, I remember reading about a survey that said that of hundreds of attorneys who responded to the survey, there was virtually no attorney who identified as a woman of color who'd risen through the ranks to make partner at the law firm where she began her



legal career. I'm the first partner in my practice area at the firm who is a woman of color. I know it's the year 2020 and there are many of us who still are "firsts" in what we do, but that is how we make progress happen. I think it's an accomplishment worth celebrating.

**What attributes would you say are most important for success in the legal profession?**

If you are passionate about what you do and you've managed to translate that energy into delivering service with excellence, then you're probably already doing the many other things that lead to success.

"I know it's the year 2020 and there are many of us who still are 'firsts' in what we do, but that is how we make progress happen. I think it's an accomplishment worth celebrating."

*-Jaqueline Tokuda*

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

Find joy and pride in what you do and surround yourself with people who believe in you. Seek out sponsors, mentors, allies, and friends. Embrace learning opportunities. Don't take your foot off the pedal until you're absolutely certain you want to take your foot off the pedal. Stop and smell the roses.

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

I might be a small business owner. If not,

I'd probably be working with numbers, maybe in a compensation role in HR at a company. I'm sure I'd figure it out.

**Lauren Gallo White**

*Litigation, San Francisco  
J.D., Columbia University School of Law,  
2011*

**How did you get started in the legal profession? Did you always know you wanted to be an attorney?**

I didn't always know, but I figured it out pretty quickly. When I was in college at UC Berkeley in the early 2000s, YouTube and Facebook were just getting started. We take it for granted now, but back then, the free exchange of content was still new and exciting and connected to so many things I loved thinking about: philosophy, literature, film, music, video games. I took a required course on legal discourse and I loved everything about it, in particular the fact that legal writing combines logic with creative expression in pursuit of tangible, real-world social, economic, and political changes. I also loved my professor, Marianne Constable, so I decided to write my thesis under her supervision. I was reading Lawrence Lessig's *Free Culture*, thinking about postmodern theory, listening to Girl Talk, watching videos on YouTube, and I ended up writing about the Digital Millennium Copyright Act. I genuinely found it fascinating (and still do!), so I decided to go to law school and keep learning about it.

**What brought you to Wilson Sonsini?**

Serendipity! One of the biggest open legal questions relevant to my college thesis was whether YouTube would be protected under the DMCA's safe harbors. I didn't realize it at the time, but that question was being litigated by my now-colleagues in the case *Viacom v. YouTube*. After spending my first few

working years exploring various kinds of legal work and clerking in the Eastern District of New York and the Ninth Circuit, I was convinced that I wanted to go back to the internet intellectual property work that drew me in. When my husband and I decided to move to the Bay Area, one of my close friends was working in the firm's corporate department and told me about an opening in the internet strategy and litigation group. The rest is history.

**What kind of opportunities has the firm afforded you?**

Given the firm's legacy of defending internet companies from the earliest days of the internet, and its incredible depth of talent in related practice areas like privacy, cybersecurity, and antitrust, Wilson Sonsini has been the best possible place to continue defending internet companies against the newest generation of legal claims. The firm has afforded me some of the most exciting episodes in my career: successfully arguing in the Federal Circuit and winning dozens of motions to dismiss in cases against Google and YouTube for alleged violations of the First Amendment and the Anti-Terrorism Act.

**What do you enjoy most about your work?**

I am so happy and grateful to make a living thinking about and being a part of solving some of the most challenging legal questions of our time. To be able to collaborate with smart, enthusiastic, and interested lawyers and clients is just the best.

**What are your thoughts on the role or importance of diversity at the firm? In the industry more generally?**

At the end of the day, litigators are storytellers who need to problem solve and persuade courts to adopt their version of a narrative. For a long time,

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much of our legal system's stories (its laws and arguments) were told from a very singular point of view. Diverse lawyers bring creative solutions, fresh stories, and new perspectives. We make the arguments stronger, better cover our clients' bases, and make the landscape more interesting. I am incredibly proud to be part of a firm committed to hiring and promoting diverse candidates and which is leading the pack in offering policies and benefits that make it realistic to be a parent while practicing law.

### **What attributes would you say are most important for success in the legal profession?**

A critical mind and the ability to remain calm under pressure. And as a litigator, it helps to be at least a little bit competitive.

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

You can only learn so much about law firms from the industry reports and rankings. The work the firms do is done by the people who do it. Pay attention to legal news that interests you and the

lawyers behind those deals and cases.

Basically, do what interests you. I have no regrets, but I may have ended up at Wilson Sonsini much sooner if I'd followed my own advice and sought out the lawyers who were working on *Viacom v. YouTube* while I was in law school!

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

A playwright. Or a marine biologist.

## Chul Pak Featured in *Law360* Video on Diversity at Work



In July 2019, New York antitrust partner Chul Pak was one of nine diverse attorneys included in a *Law360* video feature titled "In Their Own Words: 9 Partners on Diversity at Work." The videos feature the partners speaking candidly about instances in which their race, religion, or identity unexpectedly played a role in the course of their work.

Chul discussed an incident that occurred when he was a junior associate at a large, "white-shoe" New York City law firm. At the time, that firm had an internal messenger service that primarily employed Asian men. As Chul—the only Asian associate in his class—was walking down a hallway, a corner-office partner grabbed him and asked him to deliver something to the 52<sup>nd</sup> floor.

"I was shocked and floored," Chul recalled. "Frankly, I didn't know what to say ... I did grab it, but that was a very shocking instance for me as a young attorney to see that my race and the way I looked really did stand out in this profession."

All of the videos, including Chul's, are available for viewing online at <https://www.law360.com/articles/1174684/in-their-own-words-9-partners-on-diversity-at-work>. Please note that a *Law360* subscription is required to access the feature.



## Diversity at Wilson Sonsini Goodrich & Rosati

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. Diverse partners—which we define to include ethnic minority, women, and/or LGBTQ+ professionals—hold prominent roles at all levels of management, including:

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

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 in other ways.



In August 2019, we achieved **Mansfield Plus Certification** after having participated in the Mansfield 2.0 pilot program, signifying that at least 30 percent of the firm's appointments to leadership roles, promotions to equity partner, senior-level lateral hires, and inclusion in formal business pitches were female attorneys, attorneys of color, and LGBTQ+ attorneys. The Mansfield Rule was one of the winning ideas from the 2016 Women in Law Hackathon hosted by the Diversity Lab in collaboration with Bloomberg Law and Stanford Law School and is designed to promote diversity in law firm leadership. We have signed on to participate in the Mansfield 3.0 pilot, which adds attorneys living with disabilities as a tracked category.

### 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 2020, 59 percent of the attorneys promoted to partner were diverse
- Currently, 37 percent of our partners and 65 percent of our associates are diverse

We are frequently recognized by leading third-party sources such as *The American Lawyer* and *Law360* as one of the country's most diverse law firms. Against this backdrop, our 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 designed to promote mentoring relationships.

Following training sessions on unconscious bias at 3<sup>rd</sup> Year Academy and 5<sup>th</sup> Year Academy earlier in 2019, the firm's Professional Development team presented two **unconscious bias training sessions** in July 2019 for our attorneys. The first installment, "Unconscious Bias and Effective Interviewing," was offered to all attorneys. The second installment, "How Inclusive Leadership Leads to Organizational Growth," was offered specifically to partners.

In the fall of 2019, the firm rolled out unconscious bias training focused on evaluations (Career Development Committee), promotions (Nominating Committee), partner compensation (Compensation Committee), and overall firm leadership (board of directors). We plan to deliver this training to the rest of the organization in 2020 and 2021.

### Recruiting

The firm strives to attract, mentor, and advance the best legal talent from all backgrounds and devotes significant resources and time to sponsor events, programs, and organizations committed to building a pipeline of diverse attorneys.

In 2019, we hired a diverse summer associate class, with 50 percent of our 90 summer associates being women,

*Continued on page 10...*

## Diversity at Wilson Sonsini *(Continued from page 9)*

approximately 33 percent being minorities, and approximately 4 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.

The Wilson Sonsini Foundation annually sponsors 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. Starting in 2020, the Wilson Sonsini Foundation will support two diversity scholars for the next three academic school years. Please see page 18 for an interview with Eric Phung, a student at Stanford Law School and our 2019 Diversity Scholarship recipient.

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.

In addition, as part of the Diversity Scholar Program of PracticePro, a San Francisco-based legal education start-up, we sponsored the Northern California region in 2018-2019 and are sponsoring the region again in 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.

The firm sponsored and attended 58 events geared toward diverse law students in 2019, including:

- **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, Santa Clara Law, Texas Law, UC Irvine Law, and UCLA Law
- **General diversity events** with the Bay Area Legal Recruitment

Association (BALRA), Hansen Bridget, Northwestern Law, PracticePro, and Santa Clara Law

### External Affiliations

We are involved with numerous external organizations that promote diversity, including Alley to the Valley, the Asian Law Alliance, Asian Americans Advancing Justice – Los Angeles, 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, MinKwon Center for Community Action, the National Center for Lesbian Rights, the National



Center for Transgender Equality, Silicon Valley Japanese Entrepreneur Network, theBoardlist, and Watermark.

In November, we concluded our **2019 Women in Business Law Quarterly Roundtable Series**, launched earlier in the year in collaboration with the Berkeley Center for Law and Business



## DIVERSITY AT WILSON SONSINI

and Kirkland & Ellis LLP. The series focused on gender equity and inclusion and provided practical advice for women hoping to succeed in business law. Each event featured accomplished panelists working in private practice, industry, and government, and addressed topics including talent recruiting, retention, promotion, and leadership. The series was featured in *Corporate Counsel*, *Law.com*, *The Recorder*, and *Berkeley Law News*.

We are a **founding sponsor of Included**, an initiative driven by leading European VCs to “collaboratively and transparently drive change by educating, engaging, and activating a carefully selected group of fellows from non-conventional backgrounds, with unique access to diverse and excluded tech entrepreneurs.” The firm supported Included VC’s inaugural cohort in the fall of 2019.

In addition, we are a founding member of the **Legal Diversity & Inclusion Alliance (LDIA)**, which was launched in January 2019. LDIA is a collective effort by several law firms in Belgium where members commit to create and sustain a diverse and inclusive work environment through a combination of efforts, including organizing events, workshops, and training to ensure firms are able to exchange good practices on diversity and inclusion and raise awareness about non-discrimination. As part of these efforts,



the Brussels office hosted an event for International Women’s Day in March 2019 and participated in the Open@Work event in May, a joint initiative aiming at connecting LGBTQ+ people and support networks across companies.

Further, we are proud to support the **American Bar Association’s Resolution 113** promoting diversity in the legal profession. We 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.

The firm also participated in the following external programs over the past year:

- We sponsored the **2019 National Asian Pacific American Bar Association (NAPABA) Convention**, held in Austin in November. Founded in 1988, NAPABA is the national voice for the Asian Pacific American legal profession, promoting justice, equity, and opportunity for Asian Pacific Americans and fostering professional development, legal scholarship, advocacy, and community involvement. Fourteen of our attorneys attended the conference.

- In October 2019, 13 diverse Wilson Sonsini associates completed their first year of the **Google Outside Counsel Diversity Mentoring Program** with an interactive training on strategic self-promotion in one’s career. Associate mentees split into groups hosted by mentors from Google to discuss approaches to self-promotion, challenges participants faced, and next steps that could be implemented in



the near future. The training was followed by a networking event to celebrate the completion of the calendar-year mentoring curriculum for the program and provide a space to further deepen relationships within the cohort.

- In September 2019, we sponsored the **Iranian American Bar Association (IABA) - Northern California Chapter’s 12th Annual Gala**, held in San Francisco. Founded in 2000, the IABA is a professional organization that seeks to educate and inform the Iranian-American community about legal

*Continued on page 12...*



## Diversity at Wilson Sonsini *(Continued from page 11)*

issues of interest and to ensure that the American public at large, local representatives, and other government officials are fully and accurately informed of legal matters of interest and concern to the Iranian-American community. Two Wilson Sonsini attorneys attended the event.

students. Scholars spend the first week of the program with Google's legal team in Silicon Valley and the remaining 9-10 weeks at one of Google's partner law firm offices. The mission of the program is to improve access to in-house careers at tech companies by expanding opportunities and removing barriers

and hone unique strengths, elevate their skills, leverage their value, and better advocate for both themselves and their companies. Three Wilson Sonsini attorneys attended the Summit.



- In April 2019, we sponsored and attended the **Women's Power Summit On Law & Leadership**, organized and hosted by UT Austin's Center for Women in Law.
- In March 2019, the firm sponsored the **43<sup>rd</sup> 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 Wilson Sonsini attorneys attended the event.
- We also were pleased to sponsor the **39<sup>th</sup> 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 Wilson Sonsini attorneys attended the gala in San Francisco.

- In June 2019, we partnered with **Google's Legal Summer Institute (LSI)** to provide a Wilson Sonsini 2019 summer associate with an opportunity to spend a week with Google's legal team. LSI is a blended in-house/law firm immersion program for underrepresented second-year full- and part-time law

for underrepresented talent in the legal industry.

- In May 2019, we sponsored the **WIN (Women In Negotiation) Summit** in New York. WIN is a premier female-focused negotiation skills development organization, empowering women to discover

## Ted Serra: Promoting Diversity to Build a Better Workplace

“If you compare Wilson Sonsini Goodrich & Rosati to other firms, we’re more client driven,” observes Ted Serra, a D.C.-based associate whose practice encompasses a range of civil and criminal antitrust matters, including litigation, compliance, and government investigations. “And a lot of those clients are upstart tech companies that prioritize diversity and inclusion, so it’s incumbent on us to have the same values.”

Ted grew up in the seaside town of Westerly, Rhode Island, and got his first taste of diverse city life when he enrolled at Boston College, where he majored in economics. “Economics intrigued me because it has the potential to explain a lot of things in this world,” he says. “It’s got a very quantitative, mathematical side; and another side that’s qualitative and logical. I enjoyed studying both aspects, though I knew I wouldn’t become a professional economist spending my time developing mathematical models. I wanted to learn about the principles of economics so I could see how they impacted society.”

As his time at Boston College drew to a close, Ted was recruited by the Antitrust Division of the U.S. Department of Justice. He joined the DOJ after his 2006 graduation, first as a paralegal primarily focused on media and entertainment, including cases involving radio, TV, and concert promotion. “I learned about the investigative process in those industries—and how the government interacts with different stakeholders,” he says. Ted went on to become the division’s foreign liaison, coordinating international activities and notifying foreign governments about investigations and law-enforcement actions.

His work at the DOJ brought him into the corridors of power—literally. “I met the attorney general in the hallway one day; on another, President

Bush addressed the Department,” he recalls. “For someone right out of school—for anyone—it was exciting to work in that kind of high-powered environment. Plus, working at the DOJ gave me insight into how the government works—and that insight continues to guide my approach to helping clients.”

After three-and-a-half years, Ted brought his media and entertainment experience to the Performing Arts Division of the U.S. Copyright Office, where he became a registration specialist. “I went through their copyright examiner program, which introduced me to an area of law that’s probably more complicated than it should be,” he says with a laugh. “Since then, intellectual property has been one of my key interests.”

Though he had long considered a career in law, Ted was cautious about taking the plunge after seeing many of his peers graduate from law school in the wake of the Great Recession with considerable student debt and limited job opportunities. But in 2011, he decided the time was right to leave the Copyright Office and attend law school. “I enjoyed my job, but it struck me that cooler things were happening in the general counsel’s office down the hall—and I needed to be a lawyer if I wanted to work there,” he says.

After his 2014 graduation from Boston University School of Law, instead of going back to work for the government, Ted joined Wilson Sonsini’s D.C. office. Part of what attracted him was the fact



that some of his former government colleagues had joined the firm. “Several talented DOJ attorneys, including [current antitrust partner] Mark Rosman, [former associate] Creighton Macy, and [current Senior Of Counsel] Stu Chemtob, had come to work at Wilson,” Ted says. “After a stint as a summer associate, I felt confident that I’d found a great firm that would provide me with great opportunities.”

Ted describes his current practice as fast-paced, rewarding, and varied, covering everything from litigation and compliance to government investigations and reviews by the Federal Trade Commission, the Federal Communications Commission, and his former employer, the DOJ. “I do lots of investigative work, often involving criminal cases,” he says. “The variety keeps things fresh and helps build my skills. I have a very interesting client portfolio and I deal with intriguing issues, often centered around how technology is shifting the competitive landscape and sometimes calling into question traditional antitrust analysis.”

*Continued on page 14...*



## Ted Serra . . . *(Continued from page 13)*

Ted also appreciates the way Wilson Sonsini encourages associates to explore the boundaries of their practice areas. “Wilson is very entrepreneurial and associates are given a lot of autonomy—far more than you’d find at traditional firms,” he observes. “If you want to write an article or address a conference, this firm, and our practice group in particular, is supportive. Attorneys have a platform to engage in the things they’re interested in and build their own practice in their own way.”

Another thing Ted prizes about the firm is its diversity. “I went to Boston University School of Law, which is known for its diverse student body,” he says. “I became very accustomed to studying and socializing with a varied set of peers, so once I got out, I was a little taken aback by the lack of diversity in much of the legal field. I think Wilson Sonsini does a better job than other firms, but we’re not perfect. No law firms are, in part because it’s hard for people who come from non-traditional backgrounds to get through the educational and early-career process as easily as someone with all the traditional advantages and expectations might.”

Ted’s perspective is that workplace diversity initiatives don’t just benefit job seekers from a range of communities, they benefit the employer. “Diversity produces a better workplace and better work, since people who come from different backgrounds think about things differently—and those varied perspectives have a positive impact on results,” he says.

Ted is one of three co-chairs of the firm’s LGBTQ+ Affinity Group, which focuses on internal networking, mentoring relationships, and professional development. “We work internally to build a more inclusive culture,” he says, adding that sometimes that doesn’t mean changing policies, but simply

codifying them. “Those policies had long been in place, but hadn’t always been written down,” he explains. Once the affinity group worked with the leaders of the Pro Bono Committee and Wilson Sonsini Foundation, along with the Professional Development department, to capture and record the firm’s policies, Wilson Sonsini received a perfect score from the Human Rights Campaign Foundation on their Corporate Equality Index, which evaluates workplaces on their LGBTQ policies. And that perfect score will be advantageous as the LGBTQ+ Affinity Group pursues its other primary mission, which is external outreach to law schools.

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“Wilson is very entrepreneurial and associates are given a lot of autonomy—far more than you’d find at traditional firms. . . . Attorneys have a platform to engage in the things they’re interested in and build their own practice in their own way.”

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Ted points out that that when it comes to promoting diversity, the firm casts its net appropriately wide. “Besides our LGBTQ+ group, there are some other interesting initiatives, including efforts to recruit more first-generation law students to the firm. I think that’s a great idea. If a person is the first in their family to go to college or law school, they’ll likely have different viewpoints and approach issues differently than someone who comes from a long line of attorneys.”

Last summer, Ted joined Wilson Sonsini’s Associates Committee, which focuses on associates’ issues

and concerns, raising them with management when warranted. “I’m the finance co-chair, so I keep tabs on the budget,” he explains. “But I’m also involved in the broader work of the committee, which is to be a sounding board when associates have an issue, question, or suggestion—but aren’t sure where to bring it.”

Besides being a resource for other associates, Ted’s role on the committee exposes him to fresh thinking, which he then shares with others. “People come into my office and say, ‘Why are we always doing this the same way, why don’t we try doing it this other way?’ That’s very valuable, both so associates feel heard—and so that the firm can capitalize on innovative ideas.”

When asked about the advice he’d offer to law students or newly minted attorneys, Ted says focus is important—as is flexibility. “Your career needs to be consciously steered, so decide on a direction and look for opportunities that will get you there,” he says. “But keeping an open mind is critical. Don’t get so set on one track that you miss other opportunities.”

Ted cites his own career as an example. “I never thought I’d be practicing criminal law,” he says. “Criminal law didn’t appeal to me at all when I was in law school, but now it’s become a big part of my practice, and I really like it.”

Another thing Ted really likes is music, and he says he and some of his colleagues “sometimes duck out on a weeknight to check out a concert.” Doing so doesn’t just help him stay abreast of the music scene, it helps him stay balanced. “This kind of work can be all-consuming, so I think it’s important to retain outside interests. Plus, it’s always good to know about your colleagues’ taste in music—that way you know whether they have good judgment,” he laughs.



## Jamie Yoo Otto and the Importance of Giving Back, Speaking Up, and Reaching Out



Jamie Yoo Otto has long had dual passions for technology and public policy. As a Yale undergrad, she earned B.S. degrees in both computer science and political science. Upon graduating, she taught middle school math in Oakland through Teach for America (the “hardest job I’ve ever had and ever will have,” she says)—and then immediately went to work as a software engineer for a small start-up. While in law school, Jamie worked in both the Duke Start-Up Ventures Clinic and the Duke Children’s Law Clinic. And today at Wilson Sonsini, she is both a lead associate in the litigation department and a leader of the pro bono practice.

As Jamie explains it, the common theme is her interest in problem solving. She relishes working through the complex issues that are part of the innovation taking place in Silicon Valley. Similarly, she is committed to working on complex social problems through meaningful pro bono work and community volunteerism, particularly in support of underserved populations and communities.

So, when Jamie contemplated her post-law school career, she had a choice to make between public interest law and the private sector. She ultimately decided she wanted to work at a law firm that offered the opportunity to work with innovative technology companies while also having a robust pro bono

program—which made Wilson Sonsini the perfect fit.

Though Jamie initially was a summer associate in the firm’s technology transactions group, she transitioned over to the litigation department after getting exposure to the nature of the practice and its clients. Jamie realized she was a litigator at heart. After graduating from Duke University School of Law, she joined the firm as a full-time litigation associate in the fall of 2013.

Today, Jamie specializes in intellectual property litigation, counseling, and licensing. Her practice focuses on computer hardware, consumer electronics, mobile communications technology, financial services technology, and software patent and trade secret litigation, including patent, copyright, trade secret, trademark, and commercial actions before several state courts, district courts, the International Trade Commission, and arbitration panels.

Jamie represents a wide range of technology clients, from small start-ups to large public corporations, and especially likes working with companies that are clients of the firm as a whole. “We can help them strategize before the lawsuit hits and really think through problems from a big-picture, health-of-the-company perspective,” she explains.

In addition to her intellectual property litigation and counseling work, Jamie is a member of the Pro Bono Committee, which leads Wilson Sonsini’s pro bono efforts, and serves as the firm’s primary asylum coordinator, managing relationships with nonprofits that refer clients to the firm and providing mentorship to attorneys taking on asylum cases.

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“[Working on asylum cases is] an immediate way for us to really change the course of someone’s life. It’s been very rewarding, and our clients are so grateful.”

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“I really enjoy that role because there’s such a great need right now,” Jamie says. “It’s an immediate way for us to really change the course of someone’s life. It’s been very rewarding, and our clients are so grateful.”

In addition to asylees, Jamie’s numerous pro bono clients have included a domestic violence women’s advocacy group, a local health clinic, a national reading and literacy organization, refugees, and victims of domestic violence, among others. She is also

*Continued on page 16...*

## Jamie Yoo Otto . . . *(Continued from page 15)*

committed to Child Advocates of Silicon Valley and has volunteered as a guardian ad litem and court-appointed special advocate for nearly 10 years, advocating on behalf of children who have experienced abuse or neglect. Further, Jamie currently serves as the Wilson Sonsini attorney mentor to Eric Phung, the 2019 Wilson Sonsini Foundation Diversity Scholar who is currently a first-year student at Stanford Law School (see page 18 for an interview with Eric).

Jamie's heightened level of community involvement extends to serving on the boards of various Asian Pacific American and women's organizations. Specifically, she is a board member, external vice

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*"If you are really driven and passionate about something, you can go very far—but you have to know to ask. Here at Wilson Sonsini, where the entrepreneurial spirit thrives, there are numerous activities to grow outside of your everyday practice."*

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president, and incoming president of the Asian Pacific American Bar Association of Silicon Valley (APABA), as well as co-chair of APABA's Women in Law Committee; a board member of the Asian Law Alliance; a board member of the

Korean American Bar Association of Northern California; and a member of the Duke Women's Forum of Northern California. In addition, Jamie is one of the leaders of Wilson Sonsini's Asian American Affinity Group.

When asked how she came to be so active with the various external bar organizations, Jamie explains that once she told people she was interested, various mentors at the firm pointed her to opportunities and board openings. She works closely with patent litigation partner Jim Yoon, a mentor who previously served on the APABA board, and when he suggested that she get involved with the organization, she took his advice to heart.

At the same time, Jamie laughs when detailing the origins of her leadership within Wilson Sonsini's Asian American Affinity Group. "It was all very organic," she says. "Once I showed an interest, various individuals reached out and invited me to collaborate on, organize, and lead projects and events. My leadership role with APABA also naturally led me to take on a lead role within the affinity group."

The firm's Asian American Affinity Group—as well as the LGBTQ+, African American, and Latinx Affinity Groups and Women's Initiative Task Force—organizes internal social activities designed to promote mentoring relationships, meaningful connections with colleagues, and overall professional development. One of the more significant activities the Asian American group undertook this past year was to

send a 14-attorney contingent to the national APABA conference in Austin in November.

When asked what advice she has for young attorneys just starting out in their careers, Jamie touts the importance of speaking up, asking for opportunities, and reaching out to make connections. "If there's someone you want to work with or learn from, give them a call or shoot them an email. A lot of people would be happy to have coffee with you—and those can be really powerful connections."

It's a lesson grounded in the general theme of proactively taking steps to achieve desired outcomes—one that has emerged time and time again in Jamie's personal experiences both within and outside the firm.

"There are lots of opportunities and resources out there, and the only way to take advantage of them is to let people know what you want," Jamie emphasizes. "If you are really driven and passionate about something, you can go very far—but you have to know to ask. Here at Wilson Sonsini, where the entrepreneurial spirit thrives, there are numerous opportunities to grow outside of your everyday practice. Whether it's through committees within the firm, like the Pro Bono Committee, or through outside organizations like APABA, there are so many people who are willing to provide guidance, mentorship, and opportunities, from judges to partners to GCs. You just need to seek out those connections."



## Wilson Sonsini Recognized for Diversity and Inclusion Efforts



*Pictured L to R: Matthew Argenti, Quincy Lu, Carlos Vazquez (Senior Vice President and Chief Counsel, Latin America and Caribbean, Visa), Lucy Yen, Kelly Mahon Tullier (Executive Vice President, General Counsel, and Corporate Secretary, Visa), James Yoon, Jamie Otto, Malavika Lobo, and Michael Nguyen*

The firm recently was recognized for its diversity and inclusion efforts by two third-party sources, the Human Rights Campaign Foundation and Visa.

On January 21, 2020, the Human Rights Campaign Foundation (HRC) announced the results of its 2020 Corporate Equality Index (CEI), the nation's premier benchmarking survey and report measuring corporate policies and practices related to LGBTQ workplace equality. We received a score of 100 percent and the designation as a "Best Place to Work for LGBTQ Equality," joining the ranks of more than 680 major U.S. businesses that also earned top marks this year.

The CEI rates companies and top law firms on detailed criteria falling under five broad categories: non-discrimination policies, employment benefits, demonstrated organizational competency and accountability around LGBTQ diversity and inclusion, public commitment to LGBTQ equality, and responsible citizenship. The results of this year's CEI showcase how 1,059 U.S.-based companies are not only promoting

LGBTQ-friendly workplace policies in the U.S., but helping advance the cause of LGBTQ inclusion in workplaces abroad. The full report is available online at [www.hrc.org/cei](http://www.hrc.org/cei).



In addition, on December 19, 2019, we were named a Visa "All Star" Firm for 2020 for our commitment to quality legal support achieved through diverse attorney teams.

In 2019, the firm was invited to participate in Visa's Diversity & Inclusion Program, designed to track and promote diversity in the attorneys and firms that support Visa. Following the most recent annual evaluation, Visa awarded us with the "All Star" distinction for exemplifying values of high-quality work, responsiveness,

and commitment to diversity. The firm substantially increased the work performed by diverse attorneys over the prior year and engaged with Visa to ensure that diverse attorneys are staffed on Visa matters.

On January 29, 2020, partners James Yoon, Lucy Yen, and Matthew Argenti, along with associates Malavika Lobo, Quincy Lu, Michael Nguyen, and Jamie Otto, attended Visa's Annual Awards Luncheon in San Francisco (pictured above).

We have long been recognized as an industry leader in law firm diversity. The firm ranked No. 4 overall in *The American Lawyer's* 2019 Diversity Scorecard, continuing our history of high rankings, including three consecutive years in which we ranked No. 1 overall for our high percentage of minority attorneys and partners. We also ranked No. 1 on *Law360's* "Best Law Firms for Minority Attorneys" list in the publication's 2019 Diversity Snapshot, and No. 1 for both minority equity partners and minority attorneys overall in *Law360's* 2018 Diversity Snapshot.



## Catching Up with Wilson Sonsini Foundation Diversity Scholar Eric Phung

In October 2019, first-year Stanford Law student Eric Phung was recognized as the latest Wilson Sonsini Goodrich & Rosati Foundation Diversity Scholar at California ChangeLawyers' annual Scholarships for Justice reception in San Francisco.

The son of Vietnamese refugees, Eric is a first-generation college student and the first in his family to pursue a graduate degree. Growing up in low-income East Oakland, he saw firsthand the consequences of decades of state-supported segregation and disinvestment—but he was also inspired by how a community can come together to create a more just world.

After graduating from Yale University with a history degree in 2017, Eric worked as a paralegal and then as an SEO Fellow at two different law firms before attending Stanford Law. Following graduation, he hopes to return to Oakland and effect positive change in the local community.

Eric (pictured above with Of Counsel and Pro Bono Counsel Luke Liss) recently spoke with Wilson Sonsini about his law school experience thus far, the areas of law that have piqued his interest, and his advice for those interested in pursuing a law degree, among other topics.

### What led you to pursue the study of law?

I became interested in law and policy in high school when I started to think more critically about some of the issues in my community in East Oakland. I realized how segregation, concentrated poverty, and resource allocation policies



shaped my experiences growing up. And I wanted to empower myself with the skills and tools of a law degree to work toward addressing some of those issues.

### How would you describe your law school experience thus far? What's been the biggest surprise?

I have enjoyed my law school experience so far. It has been a lot of foundation building and learning the fundamental doctrine. I've felt more comfortable getting to know my peers because of our small class size—there are only 180 1L students—and most of us reside in student housing near the law school.

The biggest surprise has been how hard everyone works; there is a culture of taking the learning seriously. For instance, it's fairly common for students to discuss the readings or points covered in class during their free time just out of curiosity and a desire for deeper engagement. Students also study together regularly on the weekends.

### Is there a particular area of the law that interests you?

I am broadly interested in litigation. From my experiences as a paralegal, SEO Fellow, and now in law school, I have found myself enjoying the process of

legal argument formulation. I like immersing myself into the record evidence and case law, and then trying to build the strongest arguments. I also think litigation helps to develop a flexible skillset that will allow me to move between law firms, government, and non-profits.

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

I hope to clerk after law school and then possibly work at a law firm and gain some experience as a litigator. After that, I would like to explore other opportunities related to government and criminal justice.

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

It feels reassuring to be reminded that there is genuine support, perhaps more now than ever, around creating and maintaining meaningful diversity in the legal world.

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

Work hard and maintain your grades, because they are important for the admissions process. Talk to as many law students or law school graduates as you can to get a sense of what opportunities are out there and what you feel passionate about.

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

I walked 500 miles from France through Spain over 26 days on the pilgrimage route El Camino de Santiago.

## Wilson Sonsini Affinity Groups

As part of our efforts to foster a supportive and inclusive environment for women, LGBTQ+ attorneys, and attorneys of color, we offer several affinity groups. The groups promote professional development and offer participants opportunities to establish meaningful relationships with their colleagues. Diverse partners host networking receptions, dinners, and other internal social activities designed to promote mentoring relationships.

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