

DIVERSITY at Wilson Sonsini

Wilson Sonsini Holds Second Diversity Summit

On October 13-14, 2021, we held our second Diversity Summit featuring two half-days of interactive panel discussions, presentations, and networking opportunities. With the theme “Amplifying All Voices,” the interactive virtual event brought together over 150 attorneys from across the firm.

Following a brief introduction by corporate partner and Diversity and Inclusion Committee co-chair Jennifer Fang, managing partner Doug Clark kicked off the summit with opening remarks. Reflecting on the past few



In This Issue

- Wilson Sonsini Holds Second Diversity Summit** Pages 1-5
- Nikki Smith: “It’s important for us to reframe the conversation around diversity”**.....Pages 6-7
- Women of Wilson (WoW) Launches, Kicks Off Client Speaker Series**Pages 8-10
- Gail McFall: “You get so much out of giving”**Pages 11-12
- Diversity at Wilson Sonsini**.....Pages 13-15
- 2021-2022 Wilson Sonsini Foundation Diversity Scholars Named** Page 14
- Wilson Sonsini Affinity Groups** Pages 16-18
- Firm Holds Successful Inaugural Juneteenth Day of Service and Celebration**Pages 19-21
- Wilson Sonsini Hosts Firmwide Summer Inclusion Challenge** Page 22
- Diversity and Inclusion Committee** Page 23

years, he commented how proud he is of the firm’s ongoing focus on “the quality of our environment and the strength of our culture,” rather than on diversity rankings and statistics alone, and cited the summit as a prime example of our commitment to both advancing diversity at the firm and contributing to diversity in the legal industry. After referencing a number of recent accomplishments—including our third consecutive Mansfield Plus Certification, Juneteenth Day of Service and Celebration, 1L Student Diversity Summit, Diversity Hours policy, and inclusion training, among others—Doug concluded by noting, “We are committed to doing more work. It’s our obligation to our community and to the industry to not just follow legal trends, but to set them.”

The summit continued with “Different Avenues to Partnership,” a panel featuring New York corporate partner Megan Baier, New York antitrust partner Chul Pak, Palo Alto employment partner Rico Rosales, and Seattle technology transactions partner Manja Sachet, and moderated by Allison Blixt, senior director of professional development, diversity, and inclusion. Each of the panelists spoke about what made them want to become a lawyer, when they knew they wanted to become a partner, and the role their diverse identity has played in their career. In addition, they described career highlights, shared what keeps them hopeful about diversity in the legal industry, and offered advice to attorneys who may be contemplating becoming a partner.

Continued on page 2...

Wilson Sonsini Holds Second Diversity Summit (Continued from page 1)

Key quotes from “Different Avenues to Partnership” panelists:

On the role their diverse identity has played in their career

Megan: “Early on, when I first started dating my now-wife, I wasn’t very overt about my relationship at work. It wasn’t that my firm wasn’t supportive, but it was all about going in, doing the work, and going home. Over time, I became more authentic at work. As I’ve moved into a more senior role, I’ve tried to be more open so other people feel they have the space to do the same. We are bringing our brain and our advice to what we do, and the collaboration and interaction we have with our colleagues is one of the best parts of that.”

Chul: “There were instances as a lawyer where my ethnicity probably hurt me. ... To the extent there was any negativity associated with it, I’d do things to overcome it. I’m mindful there are stereotypes Asians are associated with, such as being quiet. I thought to myself, ‘I need to make sure I don’t get pigeonholed as the second chair by being too quiet.’ I tried to make my presence known a little better.”

Manja: “I had a diverse mentor [retired Wilson Sonsini partner Parag Gheewala] who was amazing, so it wasn’t that I didn’t have diverse mentorship, but I was longing for female mentorship. The opportunities for that just didn’t exist in my practice group in my office in the way I was hoping for. Once I was able to take on more of a leadership role, including as a senior associate, I made a proactive decision to be more available in a way that feels more authentic to me, so that I can provide support to others in a way I didn’t feel I had. It was more about the female part of my identity than the queer part of my identity.”

Rico: “My dad was an immigrant, and I don’t think he ever felt he belonged in a predominantly Caucasian society. I adopted a lot of those sentiments. There is probably not a day that goes by in Big Law that I haven’t felt different or that I wasn’t aware of my Latino identity. In some ways, it’s been a strong motivator, especially early in my career when there weren’t as many people of color. I wanted to prove to others that I could play at this level. I remember a client in Orange County once told me, ‘You know, you don’t really look like an Orange County lawyer.’ It’s pushed me to want to be better.”

On what keeps them optimistic about diversity in the legal industry

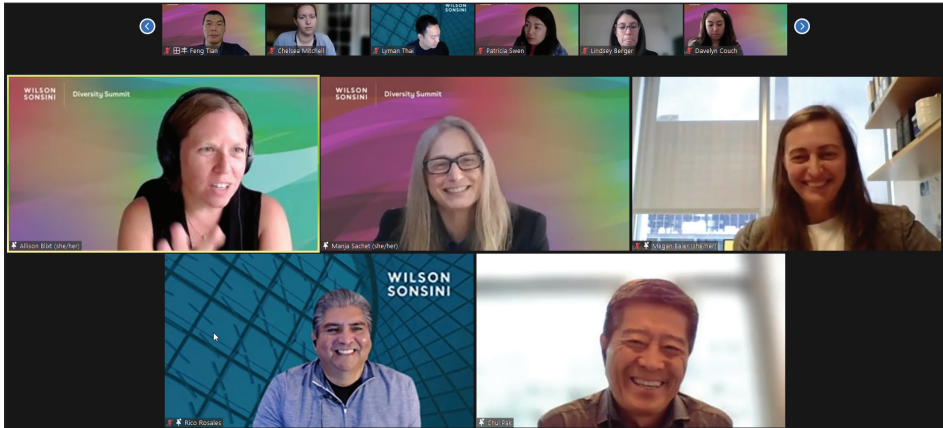
Megan: “It’s a client service industry, so a lot is driven by what our clients want. When they ask for information about diversity statistics and what diversity means to us in pitches and proposals, it’s not just a check-the-box exercise. If they’re saying they want more diverse teams and for us to bring more diverse viewpoints to the table, that’s a way to really pull everyone in the right direction.”

Rico: “I’m encouraged because when I first started in Big Law, there weren’t many people of color. Today we see

diversity in our clients, the number of female GCs and heads of employment. The number of people of color in those positions has changed dramatically over the past few decades. I would like to see more change in terms of Blacks and Latinos in Big Law, but I’m not pessimistic. We just have to keep doing what we can in little and big ways to help achieve that.”

Chul: “I see the change in terms of the people joining the firm; it’s a much more diverse group. I’ve always felt that Wilson is very open and inclusive. It’s become more formalized through initiatives like this, and management deciding to take it on proactively with their commitment. I’m also seeing it on the client side, where hiring and promotions are occurring and there’s a drive to hold law firms accountable. On all fronts, there’s a lot more openness and desire to make sure legal teams represent and look like the rest of society.”

Manja: “As a small example, earlier this year, NASDAQ passed a board diversity rule, which is a huge structural commitment. It’s very encouraging. And all of the small stuff that we as individuals do every day to meet those commitments to ourselves and our communities, that gives me hope.”



Continued on page 3...

Wilson Sonsini Holds Second Diversity Summit *(Continued from page 2)*

On tips for attorneys who are considering partnership

Chul: “Focus on developing your own set of skills and knowledge, but also work on interpersonal skills, because the role of a partner is more than just about work—it’s about client relationships; it’s about client development; it’s a lot of interpersonal-skill type of things. For some people, that comes naturally, but for people like me, it’s something you have to cultivate and work on. Be available, be able to connect with people, and think about those soft skills.”

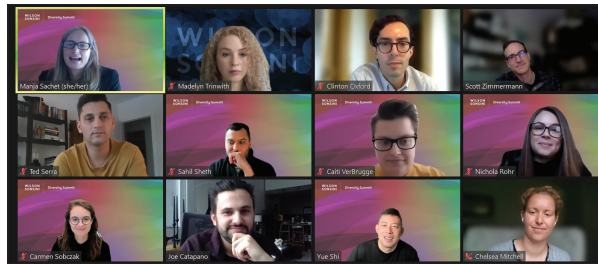
Manja: “Ask a lot of questions. Find out from multiple people what it means to be a partner or have another role in the firm, and figure out what’s most appealing to you. I didn’t recognize that the job changes quite a bit from senior associate to partner, and you should inform yourself about what those changes are—client management, client development, administrative work, and mentoring/training. Know that there is a place for talent within the firm, whatever the answers to those questions are.”

In the next session, corporate business development director Omar Mattox presented “Elevating Your Business Development Skills.” He opened by explaining the difference between marketing (“the act of creating awareness and converting that into business”) and business development (“the creation of long-term value for an organization from customers and relationships”). He also outlined key law firm marketing tactics such as creating awareness (also known as “branding”); generating business through targeting, referral networks, lead development, and proposals; and providing strong client service. In addition, Omar reviewed three

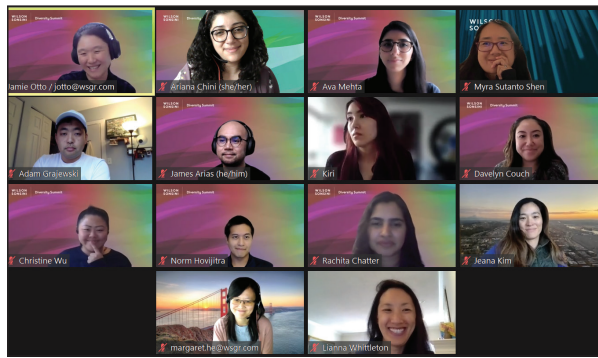
important ways attorneys can successfully build their personal brand—through networking, relationship management, and enhancing their online presence. At the end of the session, attendees were provided with a list of organizations and resources for attorneys from underrepresented communities.

The first day of the summit concluded with a series of Affinity Group drop-in sessions, where participants had the opportunity to join one of several breakout rooms to connect and socialize with members of a specific Affinity Group.

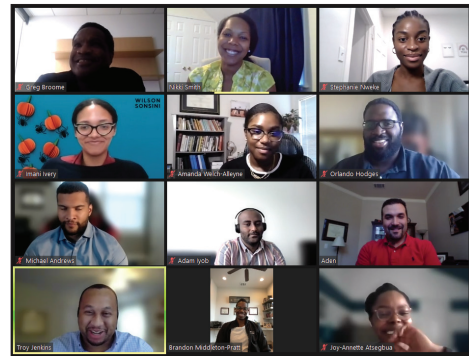
Day two of the event opened with a welcome address by Jullia Carretta, senior manager of professional development and diversity, followed by a panel session titled “Making an Impact with Clients.” Moderated by Los Angeles corporate partner Kathy H. Ku, the panel featured Wilson Sonsini clients Demarron Berkley, senior litigation counsel at Google; firm alumna Grace Hsu, head of legal at Lunar Energy; and Dan Shapiro, CEO and co-founder of Glowforge. Among other topics, the panelists spoke about their career paths, their professional experience with respect to diversity and inclusion at different organizations, how their



LGBTQ+ Affinity Group drop-in session



Above and below: Asian American Affinity Group drop-in sessions



African American Affinity Group drop-in session

Continued on page 4...

Wilson Sonsini Holds Second Diversity Summit (Continued from page 3)



Latinx Affinity Group drop-in session

lawyer where you want to be seen as objective. But I felt I owed it to people of color and younger women who might identify with this group to speak up, especially since a characterization of the Asian community is that we're quieter. So, I thought I needed to do my part to contribute to that voice and discussion within the company."

able to push back and say, 'But wait, have you thought about this?' On the flip side, if we tell you to go this way, we need you to not fight every step of the way.

On communicating, don't bury the lead. Start out with your recommendation and then fill up the rest of the email with the analysis and explanation as to why."

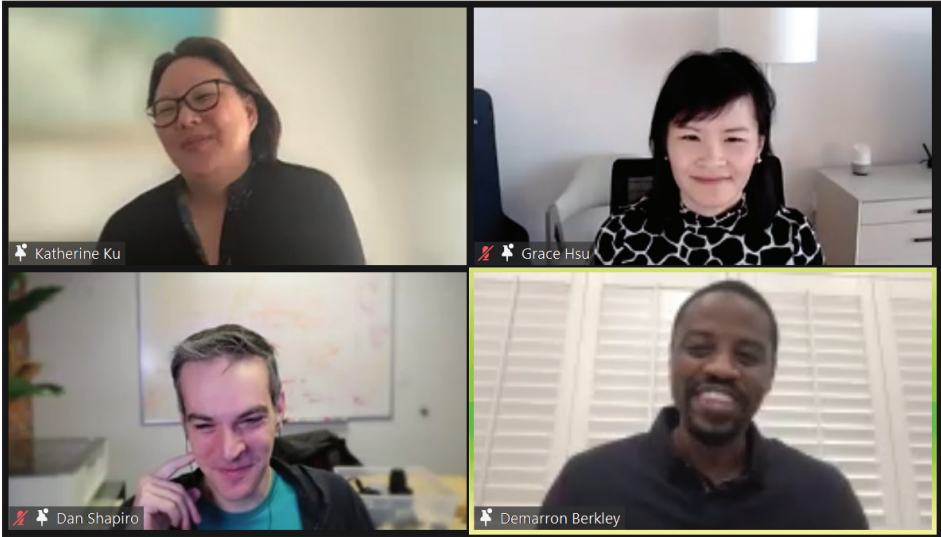
Grace: "I feel like I'm pretty responsive to communications that come my way, so I really want responsive communications

companies think about D&I as a consideration when hiring outside advisors, and what they want from lawyers to help them do their jobs and achieve their missions.

Key quotes from "Making an Impact with Clients" panelists:

Demarron: "Nowadays, everyone says D&I is important, but you see a difference in the culture of the organization and the amount of resources the organization dedicates to those issues. You see the differences play out over time depending on how entrenched D&I is in an organization's DNA. Before becoming a lawyer, I was an engineer, and early on I was in a program where you rotated across different areas. It wasn't a diversity program, but the company used it as a way to recruit diverse talent, underrepresented minorities. When a company has that in mind, they can use whatever tools they have to further that cause. [As opposed to the firm where] the extent of the D&I program was a statement on their website saying they do not discriminate on the basis of these categories."

Grace: "At Clearway Energy, we created a pan-Asian diversity group, and helping to lead it was a struggle for me because it's not in my personality to stick my head out on an issue like that, especially as a



On D&I as a consideration when selecting outside advisors

Demarron: "We want the best lawyers representing us; that's really important in litigation. But we also stress that we want diversity in our team. And the two aren't mutually exclusive. You can have great, diverse teams that are full of smart, creative people, so that's what we ask for."

Final tips on what clients want

Demarron: "Don't be afraid to express your opinions. ... The reality is that we're paying smart people to give us advice, and sometimes that doesn't line up with what we originally thought. I need folks to be

from my counsel. Even just a confirmation that they got my email and are working on it. And be honest about communicating your expectations."

Dan: "There's a principle I offer to founders and entrepreneurs—I say, 'Look, a bad lawyer sees their job as saying yes or no. A good lawyer sees their job as mapping out the risk of different approaches. And a great lawyer sits down with you and asks what problem you're trying to solve and helps you figure out how to solve it.' The real goal is for the lawyer to understand what you're trying to accomplish and help you find a way to deliver that."

Continued on page 5...

Wilson Sonsini Holds Second Diversity Summit *(Continued from page 4)*

After a short break, attendees participated in connection-building breakout sessions where they had the chance to get to know some of their colleagues and discuss their takeaways from the summit.

The event continued with an interactive presentation featuring Kwame Christian, an attorney, speaker, director of the American Negotiation Institute (ANI), and bestselling author of the book, *Finding Confidence in Conflict: How to Negotiate Anything and Live Your Best Life*. The session reinforced ANI's motto: "The best things in life are on the other side of difficult conversations." Attendees discussed the definition of negotiation, leading to the conclusion that negotiation presents an opportunity to change someone's mindset, and

should be viewed as a life philosophy, rather than a skill. Kwame then outlined his "compassionate curiosity framework" for use in difficult conversations. The framework—which consists of three steps: 1) acknowledge and validate emotion; 2) get curious with compassion; and 3) joint problem solving—offers an effective means to navigate tough discussions with everyone from opposing counsel to family members. As Kwame noted, "There's no point in sending a message if they're not psychologically ready to receive it."

Following Kwame's presentation, Allison Blixt delivered closing remarks that highlighted key points from the summit and looked ahead to upcoming diversity and inclusion initiatives. "We are committed to doing the work," she



Kwame Christian

emphasized. "Working at a firm that takes this seriously is so important."

In conjunction with the Diversity Summit, the firm sponsored "Dine About Town" gatherings near several of the firm's offices, giving diverse attorneys the opportunity to connect in person with colleagues.



San Diego Dine About Town dinner



Boston Dine About Town dinner

Nikki Smith: “It’s important for us to reframe the conversation around diversity”



Nikki Smith, an associate practicing corporate and securities law in Wilson Sonsini's Washington, D.C., office, set her sights

on becoming an attorney when she was just six years old. “My original plan was to be a doctor, but when I fainted at the sight of blood, I realized that might not be the right path for me,” she recalls.

Once Nikki shifted her aspirations to the law, they never wavered. “I modeled my school life around becoming a lawyer,” she says, citing an internship and after-school stints at a law firm near her Long Island hometown of Patchogue, New York. At Brown University, where she concentrated on economics and urban studies, she was also preparing for the LSATs.

Law beckoned to Nikki for some of the same reasons that medicine had. “The law is intriguing to me as a way of helping people and solving problems, aspirations I fulfill through my pro bono work as well as my career as a deal lawyer,” she says. “Working on deals is very collaborative, and I enjoy the synergies created by the transactions I work on. Seeing how the pieces of the transaction fit together is satisfying. Also, it’s typically a momentous event when a deal closes, and it’s gratifying when something I’ve worked long and hard on has a positive end result for a client.”

While a student at Georgetown University Law Center, Nikki’s drive to

help people led to her award-winning Clinical Student Advocacy project, which she calls “the most rewarding experience of my law school years—and one of the professional highlights of my career so far.” Working through Georgetown’s Harrison Institute for Housing and Community Development, Nikki and her project partner, Stuart Hudson, helped a local D.C. housing cooperative secure public and private financing to relocate the residents and rehabilitate a dilapidated building. Most of the 20 units in the co-op were uninhabitable due to catastrophic leaks, and only five were still occupied—dangerous as they were. “There was so much mold, it looked like a forest,” Nikki remembers. “After the building was rehabilitated, we got to speak at the ribbon-cutting ceremony with Georgetown Law’s dean and the housing cooperative’s president. It was wonderful to see the night-and-day transformation.”

After receiving her J.D. from Georgetown in 2013, Nikki joined a premier New York law firm. “I really liked the people in the corporate practice at my prior firm, and New York provides significant opportunities to do complex transactional work,” she says. “While I learned a lot from my colleagues and clients, in hindsight, I stayed longer than I should have. When you’re a junior attorney, you tend to be a little hesitant to get into the driver’s seat of your career.”

Nikki felt ready to take charge of her career in January 2018, when she joined Wilson Sonsini’s Palo Alto office. “My practice is about 80 percent focused on M&A deals,” she explains, adding that the rest is corporate work such as company formations, financings, and other projects for her early-stage clients. “I’m excited about understanding new

issues in the start-up space and talking through their ramifications with my clients.”

Two years later, with baby David Junior (DJ) on the way, she transferred to the firm’s D.C. office to be closer to family members who’d offered to pitch in with childcare. Then the coronavirus pandemic struck, and like the rest of us, Nikki’s life changed course. “I was in the D.C. office for about a month before we were told to pack up and work from home,” she reports, adding with a laugh, “I don’t know if I left anything in my office fridge. I hope not.”

Working remotely with a new baby and a partner who often travels for his job in finance has had its challenges, but also its perks. “Even as I put in long hours for clients and their deals, I got to see all of my son’s milestones, which is kind of unheard of for someone practicing notoriously time-consuming M&A,” she says. “If it looked like DJ was about to take a step, I’d run downstairs from my home office to catch the moment.”

The Transformative Power of Diversity

Born in Trinidad, with lots of family still living there, Nikki values diversity, though she’d like to see it redefined. “It’s important for us to reframe the conversation around diversity, to move from a narrower focus on helping specific individuals succeed to a broader recognition that there are significant benefits for business and society if diverse voices are in every room,” she observes.

Nikki is an active member of the firm’s Diversity and Inclusion Committee, Associates Committee, and African American Affinity Group. “I enjoy working with those groups, sometimes

Continued on page 7...

Nikki Smith: "It's important for us to reframe the conversation . . ." *(Continued from page 6)*

just to create and enjoy fun experiences for the community. I want to do what I can to make the firm a space that feels comfortable for people who look like me, so I like to support and mentor others," she says. The African American Affinity Group also recently began including firm staff as well, an expansion that Nikki enthusiastically supports.

She vividly recalls the group's impromptu meeting after George Floyd was killed. "It meant a lot just to see everyone's face—even if it had to be over Zoom—and talk about what we were thinking and feeling," she says. "We had the sense that we had each other's backs and it helped, knowing that support systems like that group exist here at the firm."

In the future, she would like to see the firm's commitment to diversity better reflected in its partnership ranks. "It's not a Wilson-specific thing, but the numbers at the top are not great," Nikki observes. "Currently, the firm only has two Black partners [and now one Black partner-elect], and they're [all] male. That's not in line with where we should be, but it aligns with stats across the board." The 2020 report on diversity from the National Association for Law Placement (NALP) found that only 2.10 percent of partners were Black, and only 0.8 percent were Black women. One way to address that, Nikki believes, is mentoring and preparing associates to play leadership roles.

"My own experience has taught me that my mentors aren't necessarily going to look like me," she says, pointing out that her biggest supporter at her first firm was a Jewish man, and her mentors at Wilson Sonsini are Melissa Hollatz, a white female in the Palo Alto office, and Mark Holloway, a white male based in the D.C. office. Nikki offers this advice for prospective allies: "Don't

count someone out as a mentee because you don't think you have enough in common. My mentors have done a great job of taking an interest in my growth and development, and I really appreciate that."

She also appreciates the allies she's seen at racial justice protests in her Bethesda, Maryland, community. "I was surprised to see lots of allies at gatherings last year, and I hope it's not dying down," Nikki says. "We can't afford to let the momentum ebb, because police violence against Black men has not. And I'd like to see the movement for racial justice expand beyond one specific manifestation of racism—police violence—to encompass the equity needed across our entire society."

In Nikki's view, addressing racism can't just be the job of the victims of that injustice; indeed, that's missing the point. "I recently attended an external implicit bias training for female African American corporate counsel," she says. "Looking around Zoom at all those successful Black female attorneys, I thought, we are not the audience that needs this training. Yet there's been an emphasis—I'd call it an overemphasis—on diverse individuals solving the problems of racism."

Looking at the Big Picture—and Staying Up Late

Nikki's advice for law students and young attorneys is to think about the big picture, both to learn more and to forge tighter professional connections. "Pop your head up, don't just do your part," she counsels. "As a very junior attorney, you're a little panicked, because you feel as if you don't know what you're doing. Most of us spend our first couple of years being reactive, but you get further by being proactive. Don't just do your portion of an assignment, or wait for work to come to you. Try to understand

the overall transactions better. And yes, the folks above you are busy, but figure out ways to get information and perspective from them."

She also advises patience. "The third and fourth years of a law career are tough growth periods, but years five and six get better," she says. "I've seen people opt out of Big Law because they leave right at the challenging part, when you're learning how to get to the next step, where you can look back at what you've done before and finally get it. Once you reach that stage, it gets a lot easier to do your job—and do it well."

In terms of the skills she finds most valuable in the legal profession, Nikki names several, but ranks communication at the top of the list. "First, you have to have the basics down: attention to detail, thinking things through carefully, and considering alternatives," she says. "But to be a trusted and valuable advisor to clients, you need to be able to communicate with people who don't necessarily know what you're talking about, because the legal field is outside the scope of many business leaders. To give them good advice, you need to learn how to get your points across. If your clients don't understand you, you're not reaching them and you're not being helpful."

When it comes to work-life balance, Nikki confesses that she sometimes prioritizes time for herself over sleep. "My husband, David, and I are fortunate to have two sets of grandparents around, but life is still hectic," she says. "Most young attorneys' schedules are pretty full, so it's important to find things we enjoy and lean into them as much as we can. For me, some nights that's stealing an hour to catch a movie or a TV show. Even if I'm going to sleep at 2 or 3 a.m., I'll watch a show because I relish having that time for myself."

Women of Wilson (WoW) Launches, Kicks Off Client Speaker Series

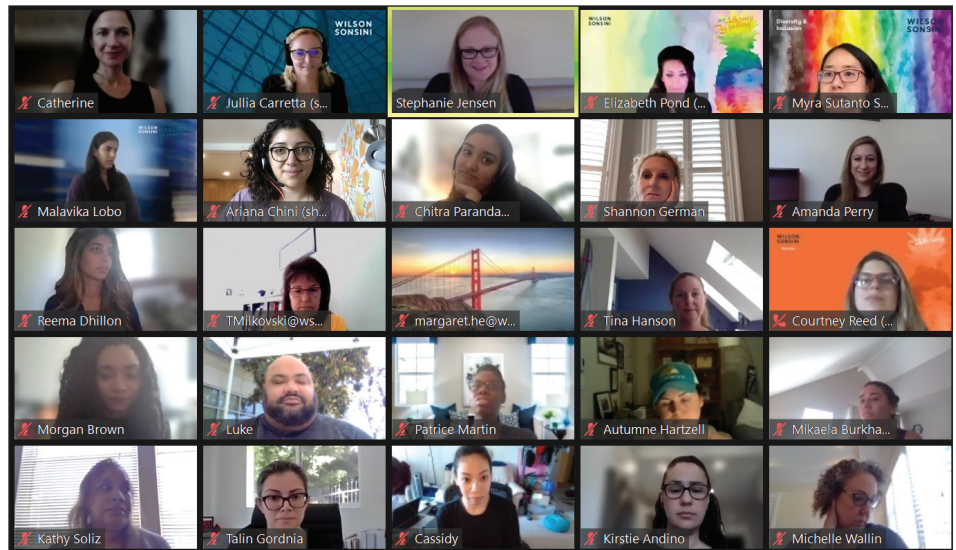
Earlier this year, we proudly announced the rollout of Women of Wilson (WoW), an Affinity Group open to all individuals at the firm who identify as women—as well as their allies—that unifies existing women’s initiatives under one collaborative umbrella. WoW’s mission is to build a thriving community of individuals who identify as women through recruitment, retention, and promotion.

Among other activities, WoW pursues its mission through:

- Collaborating with others throughout the firm to facilitate, support, and promote women’s events and other relevant initiatives;
- Serving as a resource for women and facilitating the sharing of ideas through a resource repository;
- Supporting and enhancing women’s mentoring and sponsorship;
- Hosting events, including a Client Speaker Series; and
- Facilitating outreach to allies who support WoW’s mission.

The **WoW Committee** is led by co-chairs Stephanie Jensen (Of Counsel, Seattle) and Myra Sutanto Shen (Partner, Palo Alto), and its members include:

- Amy Caiazza (Partner, Washington, D.C.)
- Talin Gordnia (Associate, Los Angeles)
- Catherine Hartman (Associate, New York)
- Patrice Martin (Human Resources Manager, Washington, D.C.)
- Elizabeth Pond (Senior Manager, Firmwide Law School Recruiting, Austin)
- Jaqueline Tokuda (Partner, Palo Alto)



Attendees at WoW’s kickoff meeting in June

In June, WoW held a kickoff meeting at which the WoW Committee members and office representatives introduced themselves to the group and discussed their goals for the future.

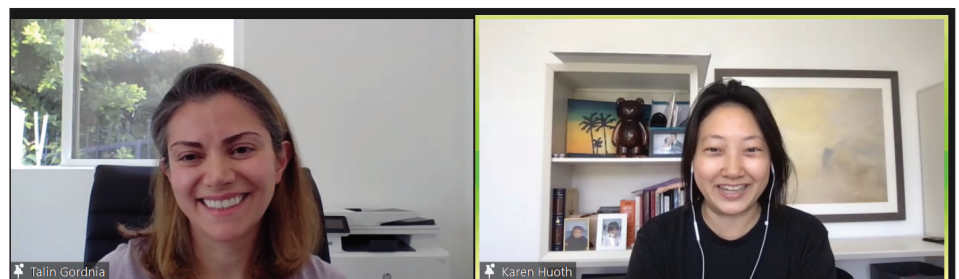
Among WoW’s first projects was the creation of Circles, groups of approximately 10 WoW members who meet virtually on a regular basis to develop relationships, tackle topics of interest to their Circle, and support one another.

Client Speaker Series

The WoW Client Speaker Series, which is led by Los Angeles associate

and WoW Committee member Talin Gordnia, launched in May, with a session featuring **Karen Huoth**, Senior Litigation Counsel at TikTok, and moderated by Talin. A graduate of Columbia Law, Karen started her legal career as a patent litigator at Latham & Watkins. She then joined Kirkland & Ellis, where she became a partner, and later moved over to Hulu, rising up the ranks to become VP of Litigation and Intellectual Property before joining TikTok in April of this year.

Among other topics, Karen spoke about her experience transitioning in-house after working in Big Law; the ways the shift altered her mindset, priorities,



Continued on page 9...

Women of Wilson (WoW) Launches, Kicks Off Client Speaker Series (Continued from page 8)

and legal practice; and what makes for a successful relationship with outside counsel. She also offered advice related to managing and building one’s network, encouraging attendees to volunteer and accept invitations to get to know others. “It’s about making yourself available and taking advantage of opportunities to just meet and talk to people,” Karen said. “It’s not stressful, it’s not onerous—especially now that everything is over Zoom—and you can have a nice conversation. I think that’s how I accidentally built a pretty good network.”

She added, “But you don’t want to do that at the expense of diversity and inclusion. Your network might look like you, and if you’re constantly pulling in people who look just like you, you’re going to lose the benefit of diverse voices. So, my advice there is to find opportunities to meet people who aren’t just like you. There are all kinds of organizations you can join and really build the diversity of your network.”



Nair Flores

In July, WoW hosted **Nair Flores**, VP of Legal at Upside Foods, for the second session in its Client Speaker Series. Nair received a B.S. degree in engineering,

computer science, and biomedical engineering from the University of Tennessee at Knoxville and her J.D. from Pepperdine Law. She was a patent associate at Greenberg Traurig before becoming patent counsel at Yahoo! Inc. and the first patent attorney and head of patents at Facebook. Nair then transitioned into M&A corporate development at Dropbox and later became VP and Associate General

Counsel - Intellectual Property at Lyft before joining Upside Foods in June 2020.



Chelsea Carbone

In a discussion moderated by trademark associate Chelsea Carbone, Nair talked about her career path, how she knew when it was time to

transition into her next role (“I enjoy building a legal team from scratch, and once I feel like someone else can do it, I move on”), and characteristics she looks for when adding to her team (“a sense of humor, flexibility to roll with the punches, and a willingness to learn”) and hiring outside counsel (“the ability to communicate and give succinct, business-minded advice—it’s rarer than you think”), among other topics.

When asked what advice she has for junior attorneys, Nair stressed the importance of taking the initiative to grow so that you’ll be ready for the next opportunity. “Make decisions every day that get you closer to where you want to go, even if you don’t know exactly where you want to end up,” she advised. “The job you have today won’t necessarily be the job you have tomorrow. If you don’t ask, if you don’t raise your hand, you’re

not going to get it. Just keep moving. Imposter syndrome is real. And if there’s nothing good coming out of it, just go. Life’s too short.”

In September, WoW hosted StockX general counsel and former Wilson Sonsini associate **Laura Lewis**. A California native, Laura earned B.A. degrees in politics and comparative literature from New York University before graduating from NYU School of Law. She started her legal career as a corporate associate at Gibson, Dunn & Crutcher before working at Wilson Sonsini and Lowenstein Sandler in their New York offices. She eventually transitioned into an in-house role as senior counsel at Rock Ventures LLC in Detroit, where she provided counsel to a number of different portfolio companies, including StockX, which she joined as GC in 2019.

In an interview conducted by trademark associate Christine Au-Yeung, Laura addressed a variety of topics, including the unique business model of StockX, a two-sided marketplace for items of current culture; her experience working in Big Law; the changes in her workflow and daily practice once she moved in-house; building out her legal team during a pandemic; and things that outside counsel should know when working with her—such as the fact that she currently has 4,800 unread emails in her inbox and there’s a good chance she won’t see an email the day you send it.



Christine Au-Yeung



Laura Lewis

Continued on page 10...

Women of Wilson (WoW) Launches, Kicks Off Client Speaker Series *(Continued from page 9)*

A new mom, Laura also spoke candidly about the challenges of balancing family and a demanding career. “I could conceptually understand that it’s hard to have a child and a career at the same time, but until it happens to you, I don’t know if you appreciate it...so shout out to all the working moms out there!” she said. Laura shared that having empathy for new parents and being very open about one’s availability has worked well for her team, many of whom have young children themselves. “We all rely on each other as professionals to just get the work done when you can,” she said.

Laura’s advice to more junior attorneys is to develop a broad-based practice, particularly in their first few years. “When you’re first starting out, you have a wealth of opportunities to try out different fields to see what works for you. You don’t know what you’re going to fall in love with or where you’ll do your best work. As you get more senior, you start to specialize and develop a deeper skill set. But if you can preserve a diversity of practice, it’s much easier to focus on something specific later.”

In November, WoW hosted a unique session in which Wilson Sonsini alumna and current DroneDeploy senior in-house counsel **Mariya Pivtoraiko** interviewed **Alphy** founder and CEO **Julian Guthrie**, a Wilson Sonsini client. Prior to joining DroneDeploy’s legal team in March 2021, Mariya spent seven years as a corporate associate in

the firm’s Palo Alto office and was part of the team that advised Alphy on its Series Seed funding and launch. Julian is an award-winning journalist and *New York Times* bestselling author of five books, including *Alpha Girls*, which sparked the creation of Alphy—a first-of-its-kind “EqualTech™” app where women and their allies can find “the resources they need to be fearless in pursuing their purpose, passionate in their causes, and unyielding in their individual and collective achievements.” Founded in 2020, Alphy aims to advance equality through technology, specifically through the distinct features of its 24/7, wraparound app, including a social

company into reality; the challenges of being a first-time founder, including the process of landing introductions, pitching investors (“With the Series Seed, there’s such an unnerving power imbalance”), and finding and managing people, particularly as a woman; her experience working with Wilson Sonsini; and what she thinks legal counsel should keep in mind when advising entrepreneurs who are navigating start-up financing for the first time.

“It’s been an incredible journey to get to this point,” Julian said. “We’re thinking long term about what the life of Alphy is



network, jobs platform, online learning, and an AI-assisted patent-pending communication-strengthening tool.

Over the course of her conversation with Mariya, Julian discussed her career progression, from starting out as a newspaper journalist, becoming a successful book author, and transforming her novel idea for a

like, how many lives we can enhance and strengthen, and how much opportunity we can create. As a storyteller, I’m really proud of the content—it’s something you can’t get anywhere else.”

If you have any questions or would like additional information about WoW, please contact [Stephanie Jensen](#), [Myra Sutanto Shen](#), or [Jullia Carretta](#).

Beth George Returns to Wilson Sonsini, Role as Diversity and Inclusion Committee Co-chair



In November, the firm [announced](#) that Beth George has rejoined the privacy and cybersecurity practice as a partner in our San Francisco office. Beth has worked extensively in crisis management, cybersecurity, and national security at the highest levels of government, including the U.S. Department of Defense (DoD), the U.S. Department of Justice, the White House, and the U.S. Senate. Her practice focuses on the representation of companies in crises, including complex cybersecurity matters and issues faced by companies when preparing for and responding to cybersecurity breaches. She also advises clients on internal and government investigations, and responses to law enforcement requests for data. Earlier this year, Beth briefly left the firm to serve as the Acting General Counsel for the U.S. Department of Defense during the beginning of the Biden-Harris administration.

Gail McFall: “You get so much out of giving”

Gail McFall is no stranger to giving back. One of her most vivid childhood memories is helping to clean rocks along the San Francisco Bay shoreline with her mother and older sister following an oil spill. In junior high, she volunteered with the swimming program at the Palo Alto nonprofit Community Association for Rehabilitation (now AbilityPath), working with disabled children at the aquatics center pool. And as a college student at Cal Poly, she was a relief house parent for the Department of Social Services in San Luis Obispo, providing weekend care for children removed from their homes due to alleged abuse or neglect.

“I had powerful experiences early on that motivated me to give back,” Gail said. “My mom, who recently passed, was always very involved in the community, which really inspired me. Being able to empower someone else, or help to improve their situation, is such a special experience. You get so much out of giving.”

So, it's only fitting that Gail has channeled her lifelong passion for community service into her current role as Wilson Sonsini's senior manager of community affairs. She also serves as the administrator of the Wilson Sonsini Foundation, which provides much needed financial support to numerous direct legal services and community-related nonprofits—and contributed nearly \$1.8 million to almost 90 law-related organizations and over 130 community organizations in 2020.

However, when Gail joined Wilson Sonsini back in 1986, it wasn't to work in community affairs. She was hired as a paralegal in the business litigation practice, working with now-retired partner Harry Bremond and current general counsel Mark Parnes—

both known for contributing to the community and pursuing justice for those most in need. In 2000, working as a senior paralegal in the firm's employment law group, Gail assumed the role of Wilson Sonsini Foundation administrator, managing the day-to-day operations and administrative functions of the Foundation and its board of directors.



Over the years, Gail was actively involved in coordinating the firm's Pro Bono Committee and community service activities in her spare time. In 2008, Wilson Sonsini officially created a new position for her overseeing community affairs. In this role, Gail plays a leading role in the firm's philanthropic efforts through the community service program, including facilitating and managing numerous hands-on volunteer projects and various monetary and in-kind donation drives across 16 offices, and the pro bono program. In addition, she helps to manage the firm's sustainability initiatives and assists with projects handled by the Office of the General Counsel.

“I really enjoy the various aspects of my job,” Gail said. “I love rallying employees to get involved with the community in support of worthy causes and getting personally involved in activities with my colleagues. And I enjoy working with all of our office managers to help with their community service initiatives.”

Over the past 20 months, the global COVID-19 pandemic has required the firm to shift its approach to community service. During this time, Gail and the Community Service Committee have seamlessly transitioned from a robust lineup of largely in-person volunteer activities to an entirely virtual program. Successful virtual activities have included mask-making for frontline workers and nonprofit clients in Boston and Palo Alto; card-making for hospitalized children in New York; a back-to-school backpack drive in Seattle; and a nationwide series of virtual Walks to End Alzheimer's in which over 120 employees participated, raising more than \$42,500 for the Alzheimer's Association. In addition, the firm has held several firmwide matching-funds campaigns supporting a variety of local food banks, holiday giving programs, and disaster relief efforts. Despite the challenges involved in identifying new virtual opportunities to support nonprofits, Gail notes that the circumstances have led to unexpected benefits, such as fostering stronger connections between employees in different offices.

“Overall, I think the firm has adapted quite well,” Gail said. “It's been tough—I personally love hands-on activities, and I think a lot of folks do. But we've also realized that virtual activities offer an effective way to build relationships between offices. For instance, with the virtual Walks to End Alzheimer's, we used Microsoft Teams to coordinate, and

Continued on page 12...

Gail McFall: “You get so much out of giving” *(Continued from page 11)*

people could ‘walk’ with their colleagues in other offices. We’ve learned to connect in a very different way while still giving back.”

A prime example of the firm’s ability to successfully transition to virtual community-focused programming and facilitate collaboration across offices—while also recognizing and celebrating diversity—was its inaugural Juneteenth Day of Service and Celebration. In the summer of 2020, following the murder of George Floyd and the ensuing global movement for racial justice, the firm announced several racial justice and civil rights initiatives. These included a firmwide 2021 Juneteenth Day of Service and Celebration where attorneys and staff would receive volunteer time off to participate in community service projects. Originally, the plan was to organize in-person activities near each of the firm’s offices, but in early 2021, with the pandemic still raging, it was decided that this year’s projects would need to be virtual.

Led by Gail and Litigation Senior Counsel and Pro Bono Counsel Luke Liss, each office researched and organized its own virtual Juneteenth activities, with more than 20 projects ultimately planned across the firm for Friday, June 18, 2021. Overall, more than 450 employees participated in various projects. Nearly all the activities included a virtual gathering or Zoom presentation, enabling employees to participate in other offices’ activities and thereby connect across geographies. The day ended with a group debrief where colleagues shared their thoughts about the activities and discussed ideas for 2022.

“I am incredibly proud to have been part of the firmwide effort around our inaugural Juneteenth Day of Service and Celebration,” Gail said. “Our volunteer teams worked so hard to plan creative virtual programming. And on a personal level, I’m grateful that the initiative gave me a better understanding of the significance of Juneteenth.”

Juneteenth is just one of many instances in which Gail plays a key role in Wilson Sonsini’s ongoing efforts at the intersection of community and diversity. For example, during the summer of 2020, the Wilson Sonsini Foundation sponsored a matching-funds campaign through which employees and the Foundation raised more than \$510,500 to benefit three nonprofits supporting racial justice initiatives in the community: the Equal Justice Initiative, the Lawyers’ Committee for Civil Rights of the SF Bay Area, and the NAACP Legal Defense and Educational Fund. As administrator of the Foundation, Gail was responsible for researching potential nonprofit beneficiaries for the board’s consideration, preparing the associated employee and recipient communications, and managing the entire matching-funds process, including tracking all donations firmwide.

“It was extremely inspiring to witness the incredible support from our attorneys and staff during the matching-funds campaign,” Gail recalled. “We’ve been fortunate to have had many successful fundraising efforts in the past, particularly during times of significant need, and this was no exception.” Gail’s dedication to ensuring the success of Juneteenth, the racial justice matching-funds campaign, myriad volunteer activities, and countless other

important community-focused initiatives has not gone unnoticed, earning her the respect of employees firmwide over the years.

“Gail has embodied the Wilson Sonsini values of service, excellence, and commitment to the community for over 30 years,” said general counsel Mark Parnes. “She has been instrumental in building our community service program, helping the Wilson Sonsini Foundation fulfill its mission, and contributing to the pro bono program. Gail has a deep and sincere commitment to bringing employees together to help individuals in need. She is a joy to work with, and I am very grateful for all she does.”

Outside of work, Gail and her husband, Jim, enjoy traveling—they recently visited their son, Christopher, in New York, and will be heading to Switzerland soon to see their daughter, Erin—and taking walks with their three-year-old golden retriever, Georgie, as well as hiking, biking, and doing just about anything outdoors. In true Gail fashion, she loves to visit new places and give back to the local community, just as she did when she and Jim visited New Orleans five years after Hurricane Katrina to help rehabilitate homes through Rebuilding Together.

“People from all over the country came to New Orleans to work together on projects for communities and individuals in need,” Gail said. “From my perspective, that’s the ideal way to see a new place—to get to know people in a personal way and learn about their experiences while trying to make a real difference in their lives.”

Diversity at Wilson Sonsini

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

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

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

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



In September 2021, Diversity Lab announced that Wilson Sonsini has achieved Mansfield Plus Certification for the third consecutive year after participating in the Mansfield 4.0 program, signifying that at least 30 percent of the firm's appointments to leadership and governance roles, promotions to equity partner, senior-level lateral hires, and inclusion in formal client pitch opportunities were women attorneys, attorneys of color, LGBTQ+ attorneys, and attorneys living with disabilities.

The firm previously achieved Mansfield Plus Certification in 2019 and 2020 after participating in the Mansfield 2.0 pilot program and the Mansfield 3.0 program, respectively. We have signed on to continue our participation in the Mansfield Rule program with the Mansfield 5.0 cohort.

In addition, in November, we were once again named a 2021 "Tipping the Scales" firm by the Diversity & Flexibility

Alliance for having 50 percent or more women in our 2021 U.S.-based new partner class.



Attorney Diversity

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

- In 2021, 80 percent of the attorneys promoted to partner were diverse
- Currently, 40 percent of our partners and 67 percent of our associates are diverse (as of 12/1/21)
- Overall, 59 percent of our attorneys are diverse (as of 12/1/21)

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

- In *Law360's 2021 Diversity Snapshot*, we ranked No. 2 among large law firms (more than 600 attorneys) with the second-highest percentage of minority equity partners (18.7 percent) and the second-highest percentage of minority associates (35.8 percent). Wilson Sonsini ranked No. 1 among law firms with more than 800

Continued on page 14...

Diversity at Wilson Sonsini *(Continued from page 13)*

attorneys, after ranking No. 1 overall in the 2020 Diversity Snapshot.

- We ranked No. 15 overall in *The American Lawyer's 2021 Diversity Scorecard*, with 29.0 percent minority attorneys and 19.2 percent minority partners in 2020. When taking into consideration only law firms with more than 600 attorneys, Wilson Sonsini ranked No. 3 overall.
- In October 2021, the Minority Corporate Counsel Association (MCCA) honored Wilson Sonsini as a **finalist for the Thomas L. Sager Award**, which is presented to large Am Law 200 law firms that champion a more diverse and inclusive workforce and have demonstrated a sustained commitment to improving the hiring, retention, and promotion of diverse attorneys.

Against this backdrop, our programs and events are also designed to foster professional development and offer participants the opportunity to establish meaningful relationships with their colleagues. For instance, our Affinity Groups are open to all employees of

the firm and provide opportunities to connect across offices, build relationships, access mentors, and become more involved and visible at the firm.

In 2021, we hosted virtual, interactive “**Building Inclusive Teams**” workshops for our Austin; Washington, D.C.; Wilmington, Delaware; New York; and Seattle offices. These sessions, open to all attorneys and staff in a given office, provide the opportunity to understand what bias is; accept why and that we all have it; identify ways in which it affects our decision-making; and find ways to address it to build a greater sense of connection with colleagues. This workshop will be rolled out to all of our offices in the coming months, with San Francisco, SOMA, and Boston next on the schedule.

Recruiting

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

In September 2021, we welcomed a diverse class of 76 fall associates. Overall, 71 percent of our fall associates are diverse, with 58 percent being women, 34 percent being attorneys of color, 13 percent being LGBTQ+, and 3 percent being attorneys living with a disability.

This past summer, we hosted a diverse summer associate class for our 10-week virtual program, with 58 percent of our 104 summer associates being women, 37 percent being attorneys of color, and 10 percent being LGBTQ+. We will continue to build the law school diversity pipeline by supporting and strengthening our firm’s relationship with diverse on-campus student groups.

For several years, the Wilson Sonsini Foundation has annually sponsored a **Diversity Scholarship through California ChangeLawyers** to assist incoming first-year law students from historically underrepresented groups in the legal profession who have committed to attend a California law school. In 2020, the Wilson Sonsini Foundation increased its support in order to sponsor a second Diversity Scholar for the next three academic school years.

2021-2022 Wilson Sonsini Foundation Diversity Scholars Named

California ChangeLawyers has confirmed Erika Basurto (1L at UC Berkeley School of Law) and Raquel Eugenia Grande (1L at UC Hastings College of the Law) as the 2021-2022 Wilson Sonsini Foundation Diversity Scholars. Palo Alto associates Mikaela Burkhardt and Cristina Mora are serving as attorney mentors to Erika and Raquel, respectively. We hope to profile Erika and Raquel in a future issue of this publication.

On October 14, 2021, the virtual ChangeLawyers Next Gen Awards celebrated the latest cohort of scholars, who collectively are first-generation, BIPOC, LGBTQ+, and others whose lived experiences and identities are significantly underrepresented in the halls of power.

To learn more about California ChangeLawyers, please visit <http://www.changelawyers.org>.

Continued on page 15...

Diversity at Wilson Sonsini *(Continued from page 14)*

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 UC Hastings College of the Law. Our participation ensures that diverse law students enter law school armed with the tools they need to succeed during their first year.



Further, as part of the **Diversity Scholar Program of PracticePro**, a San Francisco-based legal education start-up, we continue to sponsor the Northern California region in 2021-2022. PracticePro's Diversity Scholar Program was launched in 2014 to support law students from groups that have been historically underrepresented in the legal profession, including racial, ethnic, and gender groups; members of the LGBTQ+ community; and those with physical disabilities.

At a time when many law firms are reducing their budgets, we have increased our investment in PracticePro and become a **Law School Mastery Founding Member**. PracticePro's Law School Mastery (LSM) program is an immersive law school prep and coaching program that aims to equip incoming diverse 1Ls with the knowledge, skills,

and support they need to succeed in their first year of law school, understand the legal recruiting landscape, and position themselves for long-term success at prominent law firms and Fortune 500 companies.

Diversity Hours Program Policy

Earlier this year, we announced a new Diversity Hours Program Policy to track and reward contributions to our diversity and inclusion program. Specifically, the Diversity Hours Program tracks and recognizes individuals' contributions that support the firm's goals of fostering an inclusive culture; recruiting, retaining, and promoting diverse professional staff and attorneys; advancing women; and supporting diverse law students.

Recent Civil Rights and Racial Justice Initiatives

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

- **The Harry Bremond Award**
New in 2021, the Harry Bremond Award is named for retired Wilson Sonsini partner Harry Bremond,

who has been actively involved in civil rights and helping to ensure access to justice for decades. This year, the award recognizes Palo Alto litigation associate Jamie Otto, who has consistently upheld Harry's excellence in character, leadership, and service to community.

- **Juneteenth**

This past June, in recognition of Juneteenth—the oldest nationally celebrated commemoration of the ending of slavery in the United States—the firm held its inaugural firmwide Juneteenth Day of Service and Celebration. Moving forward, attorneys and staff will continue to receive volunteer time off to participate in virtual, firm-sponsored Juneteenth community service projects, with a focus on racial justice and civil rights. Please see page 19 for a summary of the firm's 2021 Juneteenth activities.

- **Pro Bono Pledge**

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

We are very proud to share these accolades and initiatives, and we reiterate our continued commitment to doing the work to advance diversity, both here at the firm and across the industry.

Wilson Sonsini Affinity Groups

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

In response to the current remote work environment, our Affinity Groups have

hosted several virtual gatherings over the past several months. (Please see page 8 for a summary of recent Women of Wilson initiatives.)

African American Affinity Group

Our African American Affinity Group held a coffee break meeting in June to welcome the new summer associates. The group also hosted a virtual cookie-making session. Uncle Chip's Happied Cookie Making Kits were sent to attendees' homes to facilitate hands-on participation in the activity.

Asian American Affinity Group

Our Asian American Affinity Group hosted two virtual dumpling-making socials in July facilitated by Dumpling Dudes. The hosts taught participants how to make creative, artful, and delicious dumplings from scratch.

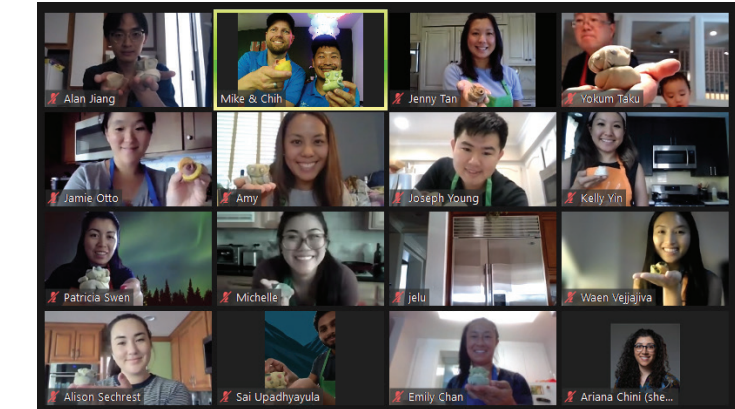
In addition, the group hosted a boba-making social specifically for its East Coast members in May, in order to provide an opportunity for first-year and lateral associates who had been hired during the pandemic to meet and build community with office colleagues whom they hadn't been able to meet in person.



African American Affinity Group cookie-making session



Asian American Affinity Group dumpling-making social



Asian American Affinity Group dumpling-making social



Asian American Affinity Group boba-making social

Continued on page 17...

Wilson Sonsini Affinity Groups (Continued from page 16)

Latinx Affinity Group

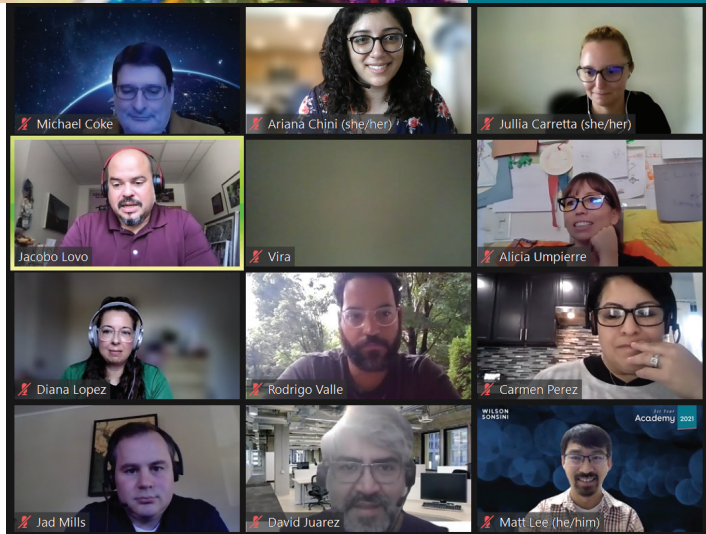
In September, in honor of Hispanic Heritage Month, the Latinx Affinity Group held a social event featuring many enjoyable rounds of Lotería, a traditional Mexican board game similar to bingo. The event was hosted by representatives from Latino Arts, who facilitated the game, spoke about its origins, and shared other cultural tidbits. Latino Arts created a special card for the group—Lady Justicia—that was included on one of the tablas (boards).



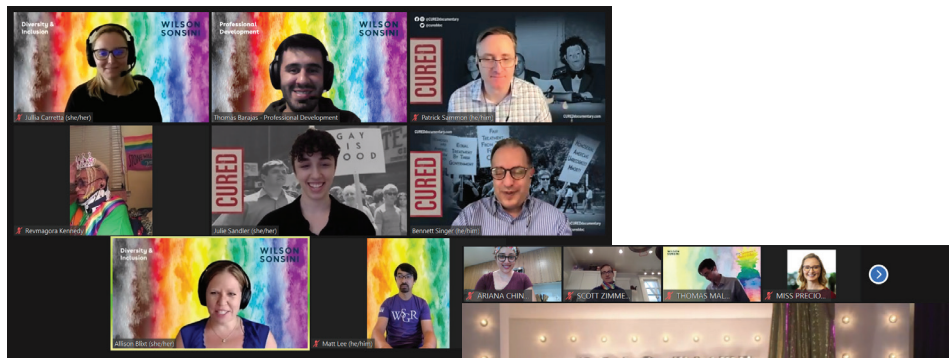
Latinx Affinity Group Lotería social event

LGBTQ+ Affinity Group

In celebration of Pride Month in June, our LGBTQ+ Affinity Group hosted a special screening of “CURED,” an award-winning documentary that takes viewers inside the David-versus-Goliath battle that led the American Psychiatric Association to remove homosexuality from its manual of mental illnesses in 1973. We followed the screening with a live panel discussion featuring directors Patrick Sammon and Bennett Singer and Rev. Magora Kennedy, a civil rights activist featured in the film.



In July, the LGBTQ+ Affinity Group held a “Sangrias and Secrets” social at which Lisbon, Portugal-based drag queens taught attendees how to make authentic, fresh Portuguese sangria from scratch and put on a live, cabaret-style show. Participants were provided with a secret recipe, reimbursed for ingredients, and invited to join in the sangria-making fun!



LGBTQ+ Affinity Group live discussion with “CURED” directors

LGBTQ+ Affinity Group “Sangrias and Secrets” social

If you are interested in joining an Affinity Group, please contact Jullia Carretta at jcarretta@wsgr.com.

Continued on page 18...

Wilson Sonsini Affinity Groups *(Continued from page 17)*

Wilson Sonsini Affinity Group Contacts

African American Affinity Group



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Partner
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Latinx Affinity Group



Michael Coke
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David Juarez
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Asian American Affinity Group



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John Mao
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Jamie Otto
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LGBTQ+ Affinity Group



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Wellness @ Wilson Affinity Group and WS Parents and Caregivers Affinity Group



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Stephanie Jensen
Of Counsel
Seattle



Myra Sutanto Shen
Partner
Palo Alto

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

Firm Holds Successful Inaugural Juneteenth Day of Service and Celebration

Earlier this year, the firm held its inaugural Juneteenth Day of Service and Celebration, through which more than 450 employees participated in various community service activities. These included creating packages of snacks, school and art supplies, and hygiene/care items; hosting career days for youth; engaging in learning experiences such as the Museum of the African Diaspora’s (MoAD’s) “Juneteenth - Art As We See It,” an interactive arts education program; and viewing a cooking demonstration by representatives of Second Harvest of Silicon Valley. The day ended with a group discussion and debrief where colleagues gathered to share their thoughts about the day’s activities and discuss their inspiration for 2022.

Below are highlights from the activities organized by each of the firm’s offices.

Austin

Our Austin office hosted several projects in partnership with the Austin Area Urban League (AAUL). The day began with Austin volunteers assembling care kits for AAUL to distribute to homeless individuals in the community, and continued with a number of events for youth served by AAUL’s Project Ready student program. These included an “Interacting with Law Enforcement” presentation with special guest Craig Moore, Assistant District Attorney for Travis County; a lunch panel featuring local

judges Lora Livingston and Aurora Martinez-Jones moderated by associate Aden Allen; and a career panel with Austin office attorneys and staff who shared information about the legal profession.

Boston

The Boston office participated in a backpack/school supplies project for youth served by Youth Villages – MA and NH. Volunteers put together backpacks filled with supplies for Youth Villages and wrote cards of encouragement to youth in need of the supplies. Youth Villages representatives Katie Dilly and Sarah Reilly spoke to Boston employees about their organization, and their colleague Salesha Smith gave a powerful performance of spoken word poetry.

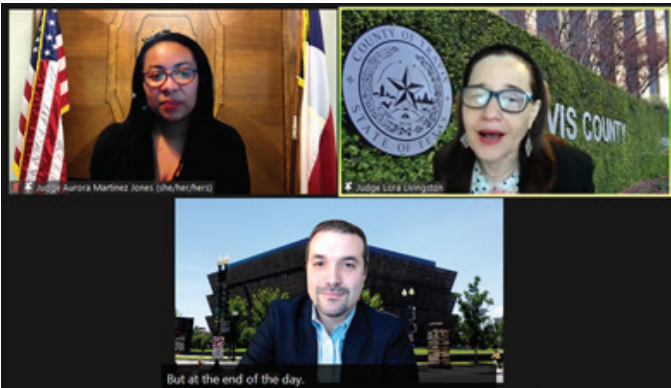
California - Bay Area

Our Bay Area offices held various presentations, including a CLE training for attorneys on assisting nonprofits with their legal needs in collaboration with the Justice & Diversity Center of the Bar Association of San Francisco’s Community Organization Representation

Project, presented by Melissa Hollatz, Rebecca Stuart, Myra Sutanto Shen, and Jeremiah Nelson; a CLE training led by representatives from the Lawyers’ Committee for Civil Rights of the San Francisco Bay Area (LCCR) covering LCCR’s The People’s Clinic: Police Violence Legal Support, enabling attorneys to volunteer for clinic projects later this year; and a “Know Your Rights” presentation for youth served by Beyond Emancipation and its staff that was presented by Libby Strichartz, Eve Zelinger, and summer associate Michelle Alice Mealer and provided information on constitutional rights in encounters with law enforcement.



Palo Alto employees participated in a snack bag project to support Mid-Peninsula Boys & Girls Clubs



Austin lunch panel featuring judges Lora Livingston and Aurora Martinez-Jones, moderated by Aden Allen

Employees from the Palo Alto office took part in a snack bag project to support 120 youth participating in Mid-Peninsula Boys & Girls Clubs’ (MPBGC’s) summer camp program. In collaboration with Second Harvest of Silicon Valley, our volunteers prepared nearly 500 snack bags, which was enough to serve all the youth participating in MPBGC’s five-day program across three different locations, according to Joseph Egan, MPBGC’s

Continued on page 20...

Firm Holds Successful Inaugural Juneteenth Day of Service . . . *(Continued from page 19)*

Director of Operations, who expressed his appreciation. Many of the volunteers also decorated their bags and included a personal note for the youth served.

In addition, employees from the Palo Alto, San Francisco, and SOMA offices participated in an art kit project in partnership with the San Francisco African American Arts & Cultural District (SFAAACD). A representative from SFAAACD presented an overview of the organization and volunteers learned how to trace an image onto art canvases for the kits. SFAAACD distributed the 100 art kits, each containing paint, brushes, and the canvas, in the Bayview Hunters Point community.

Los Angeles

Our Los Angeles office organized a care kits project and clothing drive to serve low-income clients of The Bail Project in Los Angeles. Volunteers prepared personal care/hygiene kits with travel-sized essentials and donated clean, gently used clothing to be delivered to The Bail Project, whose mission is to restore the presumption of innocence, reunite families, and challenge a system that criminalizes race and poverty by disrupting the money bail system.

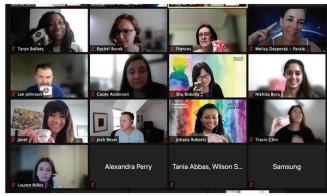
New York

Our New York office held a Juneteenth virtual team-building activity presented by Unexpected Virtual Tours. The interactive experience celebrated the history and traditions of Juneteenth, including virtual tour guides live on location in Hampton, Virginia, and Austin, Texas.

In addition, the New York office hosted a virtual career day for middle school youth served by Variety Boys & Girls Club of Queens. Attorneys and staff

spoke about their roles in the firm and their experiences working in the legal profession.

**WILSON
SONSINI
JUNETEENTH
2021**



Allison Blixt (she/her) to Everyone 11:27 AM
 This was awesome! Smooth, educational, professional...and I am a tough audience!
 A major perk of virtual...that was fab!

Nikhita Bora to Everyone 11:28
 This was great! I loved the food history and the tours from Virginia and Austin!



New York's activity with Unexpected Virtual Tours

San Diego

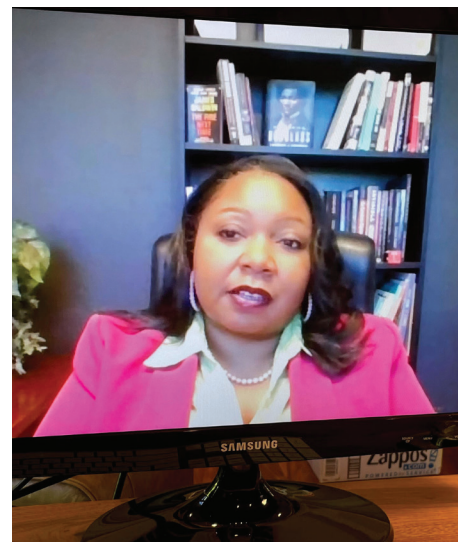
Our San Diego office hosted a legal clinic in partnership with the Earl B. Gilliam Bar Association and Community Advocates for Just and Moral Governance's Black Empowerment Conference. Wilson Sonsini attorneys held one-on-one virtual conferences with Black entrepreneurs in the community, providing corporate, transactional, and IP advice.

In addition, the office organized a hygiene kit project for homeless youth and their families served by Monarch School in San Diego. Volunteers put together hygiene kits and had the opportunity to decorate the bags and include a personal note to the youth served.

Seattle

Our Seattle office hosted a presentation by the Northwest African American Museum (NAAM). NAAM President and CEO LaNesha DeBardelaben provided an overview of the museum and its role and history in Seattle's Black community, as well as Juneteenth as a holiday. NAAM's mission is to tell the ever-unfolding story of the African American experience in the Northwest through exhibitions and programs on the visual arts, music crafts, literature, and history.

In addition, the Seattle office shared the Smithsonian Digital Volunteers: Freedmen's Bureau Project volunteer opportunity, which was open to employees from all offices. Volunteers transcribed handwritten records from the Freedman's Bureau, helping to make these records accessible online for the public. The project also allowed volunteers to learn about the experiences of formerly enslaved men and women in the D.C. area during the Reconstruction Era.



Northwest African American Museum President and CEO LaNesha DeBardelaben

Continued on page 21...

Firm Holds Successful Inaugural Juneteenth Day of Service . . . *(Continued from page 20)*

Washington, D.C.

Our Washington, D.C., office organized a book and school supplies project for youth served by J.O Wilson Elementary, a local elementary school, and Everybody Wins! D.C. (EW!DC). EW!DC helps children thrive by building connections through reading and giving children the opportunity to share a joyful reading experience with someone who cares.

D.C. employees gathered virtually for a presentation by EW!DC Program Manager Yashika Okon, who provided an overview of EW!DC. The volunteers then collected books by Black authors and illustrators to be donated to EW!DC and wrote notes of encouragement for the book recipients. Volunteers also collected school supplies for J.O. Wilson Elementary.

Wilmington

Our Wilmington office participated in a summer camp supplies project for youth served by the Boys & Girls Club of Delaware (BGCD). Volunteers assembled summer camp supply bags and Boys & Girls Clubs of Delaware CEO John Wellon gave a presentation on BGCD, discussing their work with youth in the community, afterschool programs, and food pantries. The presentation concluded with a video of an inspiring speech by one of the nominees for their “Youth of the Year” Award.

Summer Associates Project

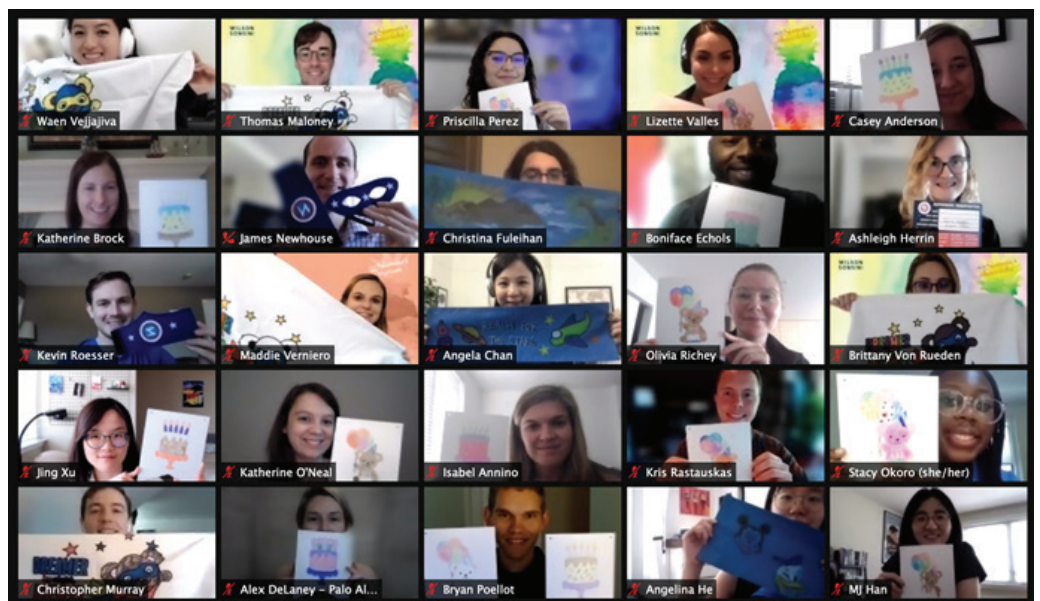
The 2021 Wilson Sonsini summer associates had a very special



Video of a speech by one of the nominees for BGCD’s “Youth of the Year” Award

Juneteenth project in collaboration with Together We Rise (TWR). The summers created Sweet Cases, Superhero Kits, or Birthday Boxes for foster youth served by TWR. In addition, a TWR representative provided an overview of

the organization. When most children enter foster care, they receive two trash bags for their belongings. Together We Rise aims to change this by providing the youth with duffel bags filled with goodies.



2021 Summer Associate Juneteenth project with Together We Rise

Wilson Sonsini Hosts Firmwide Summer Inclusion Challenge

As part of an ongoing initiative that highlights one of the firm's core values every other month, we kicked off with **diversity and inclusion** for the month of June. In conjunction with this effort, we sponsored a two-part firmwide Summer Inclusion Challenge that gave employees the opportunity to learn about diversity of thought, experience, identity, and background through a curated selection of webinars and training sessions, podcasts, videos, and articles. In addition, the challenge offered ideas for connecting with coworkers and growing a more inclusive workplace within our firm.

As an incentive, employees who completed and logged a specified number of tasks during two multi-week periods received prizes featuring our new Wilson Sonsini Inclusion logo. Sample tasks included:

- Watching the LinkedIn Learning video "Confronting Bias: Thriving Across Our Differences," featuring Arianna Huffington and Verna Myers
- Joining a Wilson Sonsini Affinity Group
- Exploring the National Women's History Museum's virtual exhibition "First But Not Last – Women Who Ran for President"
- Watching the American Bar Association video "Better Practices: A Roundtable Discussion on Advancing Diversity and Inclusion in the Legal Profession"
- Listening to an ESPN podcast titled "Trevor Lawrence Has the Loudest Voice in College Football," about the first overall player taken in the

2021 NFL Draft learning more about racial injustice from his teammates and becoming an ally

- Watching the TED Talk "How Diversity Makes Teams More Innovative," featuring Rocío Lorenzo

WILSON SONSINI



INCLUSION

Overall, nearly 300 employees firmwide participated in the Inclusion Challenge.

In addition, members of firm leadership shared with employees what diversity and inclusion mean to them:

"Throughout my career, I've often been the only woman in the room, which has at times led to incorrect assumptions about my role or capabilities. Being a woman in a traditionally male-dominated field has provided its opportunities, as well as its challenges. As women, we often need to strike a balance between being assertive,

confident, and direct and ensuring a measured tone and response, which is something our male colleagues don't necessarily have to consider.

In general, diversity and inclusion are vital to social equity and personal and professional growth. Including a wider range of voices in conversations leads to better understanding, better decision making, and better outcomes."

– **Katie Martin, Board Chair**

"When I reflect on what diversity and inclusion means to me and why it's important at the firm, I have the same answer. Without a focus on inclusion, differences become obstacles, and people stop being their best selves. Inclusion is about fostering an environment (whether amongst family, friends, or colleagues) where differences are welcome, and people feel safe to communicate openly and actively participate. But inclusion is hard to achieve without diversity, because everyone has blind spots, so we must also have diversity, particularly in leadership, to have inclusion."

– **Jennifer Fang, co-chair, Diversity and Inclusion Committee**

"Diversity and inclusion play a very important role for me as co-chair of the Culture Committee. I make it a point to try to help foster a more inclusive environment at Wilson Sonsini, particularly for diverse employees. I feel strongly that listening to all voices helps everyone feel included and creates better outcomes not only for our clients, but for our culture overall."

– **Katherine Henderson, co-chair, Culture Committee**

Our Diversity and Inclusion Committee

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

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

on new initiatives and marketplace changes.

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

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

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

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

Corporate



Jennifer Fang (co-chair)
Partner
Boston



Jill Fulwiler
Associate
Seattle



James Griffin-Stanco
Partner-Elect
Wilmington



Kathy Ku
Partner
Los Angeles



Randy Lewis
Partner
San Francisco



Nikkisha Smith
Associate
Washington, D.C.



Scott Zimmermann
Partner
San Francisco

Litigation



Jamie Otto
Associate
Palo Alto



Rico Rosales
Partner
Palo Alto



Lucy Yen
Partner
New York

Patents and Innovations

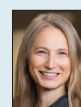


Samir Elamrani (co-chair)
Partner
San Diego

Technology Transactions



Gary Greenstein
Partner
Washington, D.C.



Manja Sachet
Partner
Seattle

Regulatory and Compliance



Jamillia Ferris
Partner
Washington, D.C.



Beth George (co-chair)
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Chief Operating Officer
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