

## DIVERSITY, EQUITY, AND INCLUSION at Wilson Sonsini

We are pleased to present our latest Diversity, Equity, and Inclusion (DEI) Newsletter. In recent months, we have continued our industry-leading commitment to DEI in many ways, including by hosting programs designed to educate and celebrate diversity within the firm and in our communities. This (somewhat shorter) edition includes a recap of our affinity groups' activities and events, highlights from the firm's DEI initiatives, and updates on our external partnerships with DEI-focused organizations.

### AFFINITY GROUP EVENTS

Our affinity groups are open to all employees of the firm, which is relatively uncommon across our industry, and provide opportunities to connect across offices, build relationships, access mentors, and become more involved and visible at the firm. We have eight affinity groups: Asian American Affinity Group, Black @ Wilson, Latin @ Wilson, Parents and Caregivers @ Wilson, Pride @ Wilson, Wellness @ Wilson, Women of Wilson (WoW), and Veterans and Military Families. We are also in the process of launching our newest group: 1<sup>st</sup> Gen @ Wilson (First-Generation Professionals). Allies are welcome and encouraged to participate and learn more about the experience of our diverse community at Wilson Sonsini.

### Black History Month - February

We celebrated Black History Month with several firmwide events led by Black @ Wilson, in collaboration with the firm's DEI Committee and DEI team. These events included "Reflections on Black History Month with the Black Affinity Group at Wilson Sonsini," a panel discussion of members sharing their paths to the firm and what Black History Month means to them; a virtual presentation by the Museum of the African Diaspora featuring the art of Amoako Bofo that discussed history, cultural context, and the power of art in forming social representation; and a paint-and-sip virtual social event to celebrate Black History Month and further strengthen relationships within the affinity group.

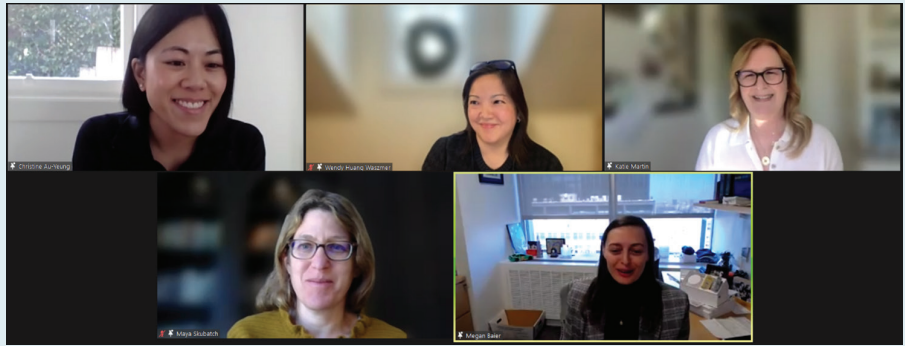
The Wilson Sonsini Foundation's matching-funds campaign in celebration of Black History Month was a great success, raising over \$50,000 to support two nonprofits focused on racial justice and civil rights: the [Equal Justice Initiative \(EJI\)](#) and [NAACP Legal Defense and Educational Fund \(LDF\)](#).



*Reflections on Black History Month panel (clockwise): Nikki Smith (Associate, Washington, D.C.), Morgan Brown (Associate, Boston), Luke Liss (Partner, Palo Alto), Toni Jennings Hodge (Associate, Washington, D.C.), Ajwang Rading (Associate, Palo Alto), Kibibi Shaw (Executive Assistant, Virtual), and Omar Mattox (Director, Corporate Business Development, Century City).*

## Women’s History Month – March

During Women’s History Month, Women of Wilson (WoW) hosted weekly firmwide events highlighting talented and courageous women past and present, both at the firm and externally. WoW and the Associates Committee co-hosted a panel presentation featuring four of the firm’s women board members: Katie Martin (Board Chair and Partner, Palo Alto), Megan Baier (Partner, New York), Maya Skubatch (Partner, Palo Alto), and Wendy Waszmer (Partner, New York), with Christine Au-Yeung (Of Counsel, San Francisco) serving as the moderator. Panelists shared their insights on how having women and other diverse representatives in leadership positively impacts the firm. They also talked about adjustments they have made to working remotely and leading their groups in a hybrid work environment. In addition, they discussed how they, as women on the board, have supported other women and what impact both women and men mentors have had on them at different stages of their careers.



Other events included a discussion with Donna Petkanics, a former managing partner of the firm who recently retired after an illustrious 36-year career; an inspirational conversation with Shabana Basij-Rasikh, co-founder and president of the School of Leadership in Afghanistan, Afghanistan’s first and only all-girls’ boarding school; a panel presentation with the WoW Committee members; and a virtual presentation by the Smithsonian’s National Portrait Gallery entitled “Her Story: A Century of Women Writers,” celebrating women from diverse backgrounds whose writings have become classics.

## Asian American Pacific Islander Heritage Month – May



In May, we honored the generations of Asians and Pacific Islanders who have enriched America’s history. To commemorate Asian American Pacific Islander (AAPI) Heritage Month, panelists from Wilson Sonsini’s AAPI community shared their professional journeys that led them to their respective roles within the firm; personal stories and experiences; and thoughts and insights on what AAPI Heritage Month means to them. The event featured Maneesha Mithal (Partner, Washington, D.C.), Chul Pak (Partner, New York), Matt Lee (Diversity, Equity, and Inclusion Program Manager, Palo Alto), and Jamie Otto (Associate, Los Angeles).



The Asian American Affinity Group also welcomed the incoming summer associates and celebrated many of the respective cultures represented in the AAPI diaspora through a snack-and-share virtual event where participants enjoyed their favorite AAPI snack and shared a memory associated with it.



## Pride Month – June

Pride Month highlighted our partnerships with national and local LGBTQ+ organizations. Since Wilson Sonsini was a sponsor of Frameline’s San Francisco International LGBTQ+ Film Festival, the longest-running, largest, and most widely recognized LGBTQ+ film exhibition event in the world, many in the firm enjoyed screenings of diverse, socially relevant LGBTQ+ films and documentaries. The firm also participated in the National Center for Lesbian Rights’ Pride in the Park event in San Francisco as a sponsor of the organization. The event featured family activities and a Juneteenth commemoration, and honored 50 years of Title IX.



*A Legacy of Pride panel (clockwise): Thomas Barajas (Professional Development Coordinator, Palo Alto), Rachael Racine (Associate, New York), Ted Serra (Associate, Washington, D.C.), Catherine Riley Tzipori (Partner, New York), and Sahil Sheth (Associate, Washington, D.C).*

Additionally, Pride @ Wilson hosted “A Legacy of Pride,” a panel that featured members of the affinity group sharing what Pride Month means to them and how they have seen participation in Pride Month by corporations and local communities grow and evolve. Panelists also shared how their LGBTQ+ identities have influenced their professional journeys and inspired them to strive for an inclusive workplace culture here and across the industry. The discussion closed with advice for LGBTQ+ professionals starting their careers.

## Hispanic Heritage Month – September/October

From September 15 through October 15, we proudly celebrated Hispanic Heritage Month by honoring the histories, cultures, and contributions of those whose ancestors came from Spain, Mexico, the Caribbean, and Central and South America. In September, the Latin @ Wilson affinity group hosted a panel presentation titled “Esperanza: A Celebration of Hispanic Heritage and Hope.” Co-chairs Amanda Urquiza (Partner, Palo Alto) and David Juarez (Marketing Technology Manager, San Francisco) moderated the panel, as Luis Fortuño (Associate, Washington, D.C.), Jose Macias (Partner, Palo Alto), Christina Mora (Associate, Palo Alto), Elizabeth Pond (Senior Manager Firmwide Law School Recruiting, Austin), and Jordin Wilcher (Associate, San Diego) shared stories about their interesting backgrounds, what their Latin heritage means to them, and their hopes for the future.



Meanwhile, in keeping with the firm’s longstanding commitment to assisting those in need during times of crisis, the Wilson Sonsini Foundation sponsored a matching-funds campaign through the end of October to support the Hispanic Federation’s disaster relief efforts in Puerto Rico and Florida following Hurricanes Fiona and Ian. The Foundation committed to matching up to \$15,000 of all employee donations to the Hispanic Federation, which is on the ground providing emergency relief services and essential supplies.

## WILSON SONSINI’S DIVERSITY, EQUITY, AND INCLUSION INITIATIVES

We are committed to the principle that diversity, equity, and inclusion are vital components of a thriving organization. Diversity of thought, experience, identity, and background, as well as an inclusive culture built on mutual respect, enable us to deliver greater value to our clients, provide a richer work experience for everyone here, and make meaningful, lasting contributions to our communities.

### DEI Hours Program Policy

We announced our Diversity Hours policy in February 2021. The program provides recognition for individuals’ contributions supporting the firm’s goals of building an inclusive culture; recruiting, retaining, and promoting diverse professional staff and attorneys; advancing women; and supporting diverse law students. These goals require work from people across the firm, which we want to recognize and reward. The Diversity Hours policy implements a process to track and reward contributions to the firm’s DEI program. Time spent working on eligible DEI activities is considered in the partner compensation process and earns billable credit as a part of the firm’s citizenship hours program set out in our employee handbook.

### Juneteenth Day of Service and Celebration – June 17

In 2022, we continued the tradition of our firmwide Juneteenth Day of Service and Celebration, with each of our U.S. offices partnering with local organizations on projects including a professional clothing drive for men and women; a backpack and school supplies drive; a snack bags project; a clinic in partnership with the Earl B. Gilliam Bar Association; a presentation by the Northwest African American Museum; a care kit drive for foster youth; and a summer camp supplies project.

Alongside each office’s programming, the firm also offered multiple educational on-demand and live programs, including “Stories of Juneteenth: A Conversation with Ms. Opal Lee”; a “Freedom Calling” interactive tour; a Google Arts & Culture tour of the National Museum of African American History and Culture; a “Rendering Justice” virtual tour; and the Museum of the African Diaspora’s Freedom Day @ MoAD. Those who chose to participate in our firm-sponsored Juneteenth activities received volunteer time off for the day, which was held on Friday, June 17. The firm officially observed the Juneteenth holiday on Monday, June 20.





## Firm INclusion Challenge – June/July

The Wilson Sonsini Summer INclusion Challenge offered multiple opportunities to focus on diversity, equity, and inclusion with options that included ideas for connecting with coworkers and growing an inclusive workplace within our firm; videos and podcasts to inspire and inform; and honest and insightful articles focused on inclusion in the legal industry. The goal was to engage with at least 10 of these opportunities over the two-week challenge. We congratulate the 119 participants who impressively completed the Summer INclusion Challenge! Stay tuned for the winter challenge in January/February 2023.

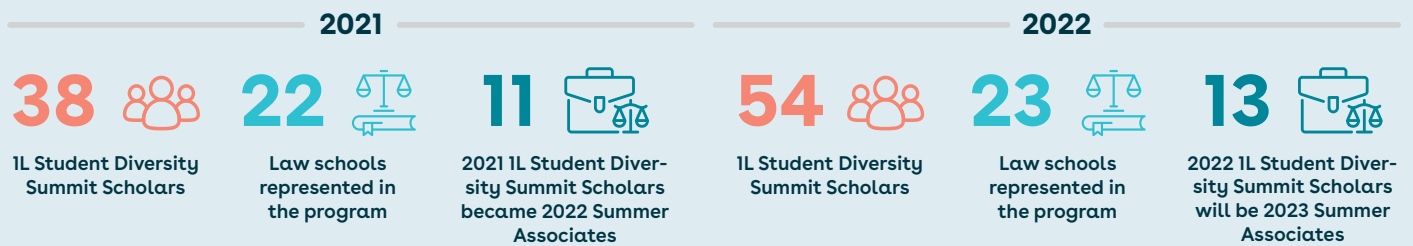


## LAW SCHOOL PIPELINE INITIATIVES

We continue to run active and evolving programs to recruit and retain attorneys from historically underrepresented groups. The firm consistently hires summer and fall associate classes and lateral attorney cohorts that are more diverse than the firm’s existing associate base. We build a diverse law school pipeline by partnering with organizations that work directly with law students, funding scholarships for diverse students, and strengthening our firm’s relationships with diverse student groups on campuses. Below are a few examples of our signature pipeline programs:

### 1L Student Diversity Summit

In March 2022, we hosted our second annual 1L Student Diversity Summit. The virtual event brought together 54 law students from diverse backgrounds from 23 law schools across the country for a two-day program that included panels, practical workshops, and networking opportunities. The summit provided participants the opportunity to develop connections with our attorneys, clients, alumni, and each other; hear about different practice areas and career paths; learn more about succeeding in Big Law; and practice the art of networking. Each student was paired with a Wilson Sonsini mentor who supported them for the remainder of their 1L year. Thirteen of these students will be 2023 Summer Associates. We are excited to host our third annual program in February 2023.



## California ChangeLawyers – 2022-2023 Wilson Sonsini Foundation Diversity Scholars

Supported through contributions from law firms and other donors, the California ChangeLawyers’ Diversity Scholarship Program provides financial support to historically underrepresented students starting their first year at an ABA or California accredited law school. Those selected are committed to practicing law in California, have a financial need, and plan to positively impact the legal community. Simon Luu and Gloria Jaqueline Mejía-Cuéllar are the 2022-2023 Wilson Sonsini Foundation Diversity Scholars.

Simon Luu is a gay, Asian-American, first-generation law student at University of California, Hastings College of the Law. He is the son of Vietnamese immigrants and was born and raised in San Francisco. Simon has committed himself to fighting injustices and believes in the transformative impact of working



Simon Luu

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together to find solutions to the most pressing issues. As a lawyer, he wants to work to further LGBTQ+ rights and advocate for marginalized communities. He will work to create a more just and fair legal system.



*Jaqueline  
Mejía-Cuéllar*

Jaqueline Mejía-Cuéllar is a first-generation law student at University of California, Hastings College of the Law. She is the daughter of immigrant parents from Mexico and El Salvador. Jaqueline has dedicated her career to advocating for immigrant and reproductive justice rights at the National Immigration Law Center, FWD.us, and If/When/How: Lawyering for Reproductive Justice. An Oakland native, she hopes to practice human rights law in the Bay Area after graduation. The law can be especially inaccessible and confusing to members of vulnerable communities. Jaqueline hopes to address this by providing direct representation to low-income communities. Her unique perspective as a Latina from a working-class background with six years of nonprofit work experience will be invaluable to the legal profession.

The Wilson Sonsini Foundation has provided support for the program since 2008. To learn more about California ChangeLawyers, please visit <http://www.changelawyers.org>.

## PracticePro Law School Mastery Program

We are a Diversity Founder with PracticePro's Law School Mastery Program, an immersive law school preparation and coaching program, supporting underrepresented 1Ls to develop the knowledge, skills, and support they need to succeed in their first semester of law school; understand the legal recruiting landscape; and position themselves for long-term success at prominent law firms and Fortune 500 companies.

## EXTERNAL PARTNERSHIPS

### Mansfield Plus 5.0

We again achieved Mansfield Certification Plus in Mansfield 5.0. Now entering its sixth year, the Mansfield Rule has become the standard by which law firms track and measure that they have affirmatively considered at least 30 percent women, lawyers from underrepresented racial/ethnic groups, lawyers with disabilities, and LGBTQ+ lawyers for top leadership roles, senior-level lateral hiring, promotions into the equity partnership, and participation in client pitch meetings. This is the fourth consecutive year that Wilson Sonsini has achieved Mansfield Plus Certification, after previously participating in the Mansfield 2.0, 3.0, and 4.0 programs.



The Mansfield Rule, named after Arabella Mansfield, the first woman admitted to practice law in the United States, was one of the winning ideas from the 2016 Women in Law Hackathon, a pitch competition created by Diversity Lab in collaboration with Stanford Law School and Bloomberg Law. The Rule aims to boost diversity in leadership by broadening the pool of talent through "consideration goals"—not quotas—for leadership roles. We plan to participate in the Mansfield 6.0 program.

## HRC Foundation's Corporate Equality Index



Earlier this year, the Human Rights Campaign (HRC) Foundation published its 2022 Corporate Equality Index (CEI), the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. We again received a top score of 100 and the designation as a "Best Place to Work for LGBTQ+ Equality." The firm joins the ranks of over 840 major U.S. businesses that also earned top marks this year. The results of the 2022 CEI showcase not only how

1,271 U.S.-based companies are promoting LGBTQ+-friendly workplace policies in the U.S., but also that 56 percent of CEI-rated companies with global operations are helping advance the cause of LGBTQ+ inclusion in workplaces abroad.

## Wilson Sonsini’s Diversity, Equity, and Inclusion Committee

### Corporate



**Jennifer Fang** (co-chair)  
Partner  
Boston



**Jill Fulwiler**  
Associate  
Seattle



**James Griffin-Stanco**  
Partner  
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

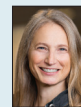


**Samir Elamrani** (co-chair)  
Partner  
San Diego

### Technology Transactions



**Gary Greenstein**  
Partner  
Washington, D.C.



**Manja Sachet**  
Partner  
Seattle

### Regulatory and Compliance



**Beth George** (co-chair)  
Partner  
San Francisco



**Maneesha Mithal**  
Partner  
Washington, D.C.

### Management



**Chris Boyd**  
Chief Operating Officer  
Palo Alto



**Doug Clark**  
Managing Partner  
Palo Alto



**Katie Martin**  
Chair of the Board  
Palo Alto

### Administration



**Allison Blixt**  
Senior Director, Professional  
Development and DEI  
New York

## Wilson Sonsini’s Diversity, Equity, and Inclusion Team



**Allison Blixt**  
Senior Director, Professional  
Development and DEI



**Matt Lee**  
DEI Program Manager



**Luke Cromarty**  
DEI Coordinator

## Wilson Sonsini Affinity Group Chairs

### Asian American Affinity Group:

- John Mao
- Jamie Otto
- Yokum Taku

### Black @ Wilson:

- Greg Broome
- Randy Lewis
- Luke Liss
- Nikkisha Smith

### Latin @Wilson:

- David Juarez
- Amanda Urquiza

### Pride @ Wilson:

- Manja Sachet
- Ted Serra
- Scott Zimmermann

### Women of Wilson (WoW):

- Stephanie Jensen
- Myra Sutanto Shen
- Committee Members:
  - Amy Caiazza
  - Talin Gordnia
  - Catherine Hartman
  - Patrice Martin
  - Elizabeth Pond
  - Jackie Tokuda

### Veterans and Military Families (group name TBD):

- Mark Bellomy
- Jennifer Eberly
- Mark Fitzgerald
- Melissa Mills
- Johana Roberts

The next edition of our Diversity, Equity, and Inclusion Newsletter will highlight our successful 2022 Women's Leadership Summit, our sponsorship of AfroTech, and more!

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For more information on the current venture capital climate, please contact any member of Wilson Sonsini Goodrich & Rosati's emerging companies practice. To learn more about Wilson Sonsini's full suite of services for entrepreneurs and early-stage companies, please visit the emerging companies section of [wsgr.com](http://wsgr.com).

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