


Being the She-EO of Your Career: Perspectives from Women Attorneys of Color

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Learning Objectives

- Provide a safe space for the audience to engage and be heard
- Bring awareness to different social, professional, and business issues that attorneys face across industries and career paths
- Share experiences and provide practical advice to help guide the audience regardless of career stage

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Moderator
Christiane A. Roussell, Counsel
Davis Wright Tremaine LLP

Panelists
Veronica H. Gromada, Senior Associate General Counsel II and Section Head
Walmart, Inc.


Lily Y. Hughes, SVP, Chief Legal Officer & Corporate Secretary
Public Storage

Laura J. Maechtlen, Partner
Seyfarth Shaw LLP

Angela J. Reddock-Wright, Managing Partner
Reddock Law Group

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Beating the Odds

- Women of color represent only 12% of women equity partners and about 2% of all equity partners.
- 85% of minority female attorneys in the U.S. will quit large firms.
- As of 2016, only 56 Fortune® 500 corporations employed persons of color as general counsel (which is an all-time high). Of the 56 GCs, 34 were men and 22 were women. Minority women only accounted for **4.4%** of GCs of Fortune® 500 corporations.

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Discussion Topics

- Navigating what success means to you
- Lessons learned and challenging decisions
- Carving out personal time for what matters to you

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Job Changes

- Choosing a practice area and later changing or expanding your specialty
- Lateral transitions
- Transitioning from one type of organization to another (law firm/in-house/government)

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What Is “Success”?

- What is the toughest lesson that you have learned in your career?
- What has been your greatest challenge that you have overcome?
- What has been the most difficult decision of your career?

“We wait for someone to notice us. We wait to be given seat at a table. As a rising woman of color, however, you cannot expect that if you work hard enough and long enough someone will notice you. No. You have to push yourself out of your comfort zone; you have to self-advocate.”

Jeannie Rhee, white collar litigator for WilmerHale

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Carving Out Personal Time – What Matters to You?

An African-American attorney said, “I’d like to have a family, I’d like to have relationships outside of work and it doesn’t seem like it’s something that even the most talented women partners were able to manage. So I’m not going to stay and try to achieve that and then find myself miserable with what I’ve got.”

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Carving Out Personal Time – What Matters to You?

- Relationships
- Passion projects
- Community and/or political service
- Self-care
- Time and opportunity to build and care for family

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Final Remarks

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Questions

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“The only way to be exceptional is to find the law that excites you, fulfills you, and challenges you enough that you have an opportunity to excel in that field. Do not let it deter you that no one else in that space looks like you.”

Noiana Marigo, International Arbitrator for Freshfields

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