

OPPORTUNITY & INCLUSION

Fostering an Inclusive and Respectful Work Environment

We strengthen our firm and service to clients by cultivating a culture where individuals from all backgrounds, experiences, and perspectives come together to achieve our collective goals.

Winston's Opportunity & Inclusion Committee is a dynamic group of firm leaders, partners, and senior business professionals who drive strategic initiatives to promote opportunity, inclusion, and community across the firm. The O&I Committee also includes key firm leaders such as Winston's chairman, members of the chair group, office managing partners, department and practice group leaders, and members of the Executive Committee, ensuring that our O&I initiatives are deeply integrated into the firm's decision-making processes.

Our efforts focus on fostering an inclusive and respectful environment, broadening access opportunity, and encouraging meaningful engagement across every level of the firm.



KOBI KENNEDY BRINSON
CHAIR, OPPORTUNITY &
INCLUSION COMMITTEE
Charlotte



SYLVIA JAMES
CHIEF OPPORTUNITY
& INCLUSION OFFICER
Washington, D.C.

Our **Associate Sponsorship Program** pairs high-performing fifth- and sixth-year associates with sponsors from the firm's Executive Committee. Every member of the Executive Committee—including our chairman and chair group—participates as a sponsor.

The program is designed to create meaningful, sustained relationships. Sponsors and protégés connect monthly for one-on-one conversations, with structured support to help guide their engagement.

“Participation in the Associate Sponsorship Program gave me access to the most influential decision-makers at the firm, which was both inspirational and empowering.”



SHAWN OBI
PARTNER & FORMER
ASSOCIATE SPONSORSHIP
PROGRAM PARTICIPANT
Los Angeles

Each year, Winston awards \$50,000 **Pathways Scholarships** (less applicable withholdings and taxes) to selected 2L summer associates to help offset the cost of their legal education. All applicants, regardless of race, ethnicity, gender, disability, sexual orientation, socio-economic status, or other background, are eligible and encouraged to apply.

Applicants are evaluated based on academic achievement, leadership potential, demonstrated commitment to fostering an inclusive and respectful environment in their community, and the ability to bring unique perspectives to the legal profession.



Winston has 10 **firmwide networks** that are open to all lawyers and serve as platforms for connection, networking, and community.

These networks reflect the wide range of identities, interests, and experiences that make up our firm community.

- **Black Lawyers Network (BLN)**
- **DiverseAbility Network**
- **Family Network**
- **First Gen Professionals Network**
- **La Alianza at Winston (LAW)**
- **Middle Eastern/North African (MENA)**
- **Military Service Network**
- **Winston Asian Leadership Initiative (WALI)**
- **Winston PRIDE**
- **Women's Leadership Initiative (WLI)**

Through Winston's **free law school prep course — The Law School Experience**—we are helping to level the playing field by equipping students with the tools they need to succeed. Students who complete this free, online prep course gain valuable guidance on navigating law school and building a strong foundation for their legal careers.

AWARDS AND RECOGNITION

- Named a 2025 Best Company to Work for Among U.S. Law Firms by *U.S. News & World Report*
- Earned 100% on the Human Rights Campaign Foundation's Corporate Equality Index for 16 consecutive years
- Received 98 Tier 1 Rankings from Best Law Firms®
- Named by Seramount (formerly *Working Mother*) as one of the 50 Best Law Firms for Women and Diversity in 2023 and 2024, and for Women in 2022
- Received MCCA Approved 2023 Gold Seal from Minority Corporate Counsel Association
- Awarded 2022 Compass Award from the Leadership Council on Legal Diversity

“My overarching objective is to foster an environment of greater understanding, inclusivity, and support where every member of Winston & Strawn has meaningful access to the tools and opportunities”

**SYLVIA JAMES, CHIEF OPPORTUNITY
& INCLUSION OFFICER**