

## D&I ASSOCIATE SPONSORSHIP PROGRAM

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# Developing the Next Generation of Diverse Leaders

Our Diversity and Inclusion Associate Sponsorship Program is the centerpiece of our retention and advancement efforts.

Our program pairs high-performing women, racial/ethnic minority, and LGBTQ+ associates in their fifth or sixth year of practice with a sponsor for one year.

Twelve former protégés have been elevated to partner and three have been promoted to of counsel. We also have a robust pipeline of diverse, mid- and senior-level protégés who are on partnership track.

### SPONSORSHIP VERSUS MENTORSHIP

While mentorship is important, it does not deliver the high-octane career fuel of true sponsorship, which entails taking concrete actions to facilitate a protégé's career success. These steps can range from making important introductions for a protégé to advocating for and publicly promoting them.

We also understand that sponsorship is ultimately about supporting a protégé's career goals, whether or not those goals include making partner at the firm. Some Winston sponsors have helped their protégés find in-house roles.

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“Participation in the program gave me access to the most influential decision-makers at the firm.”

SHAWN OBI, PARTNER

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12

NUMBER OF PROTÉGÉS WHO  
HAVE MADE PARTNERSHIP  
IN THE LAST FOUR YEARS

### INVOLVEMENT AT THE HIGHEST LEVEL

Every member of the firm's Executive Committee—including our chairman and vice chairman—serves as a sponsor. Protégés and sponsors meet once a month and we ensure that every associate who opts into our program has an Executive Committee sponsor, with the highest degree of influence and connections to leverage on their behalf.

### ONGOING SUPPORT FOR SUCCESS

We set-up our protégés and sponsors for success by providing a highly curated experience that helps everyone stay on track. We kick-off the year with presentations, guest speakers, coaching and expectation setting. We follow-up with a mid-year meeting and end with a final group meeting.

Throughout the year, we offer a series of webinars that include *The Path to Partnership*, *Creating a Business Development Plan*, *Law Firm Economics*, and *Giving and Receiving Feedback*. We also conduct regularly scheduled *Power Hours*, where three-to-four sponsors chat with all the protégés.