

D&I ASSOCIATE SPONSORSHIP PROGRAM

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.

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

SHAWN OBI, PARTNER

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.