

## Firm Leaders Take Direct Role in Diverse Associate Advancement

OCTOBER 2, 2018

Winston & Strawn launched a Diverse Associate Sponsorship Program on September 27 for high-potential minority and LGBTQ mid-level and senior associates at the firm. Elements of this 12-month program include frequent and meaningful sponsor-associate meetings, a multiday development experience, and regular coaching circles.

Recognizing the critical need for significant and sustained diversity and inclusion progress in the legal profession, our 27 diverse associates selected for this program have each been paired with a sponsor from the firm's Executive Committee. Sponsors include firm Chairman Tom Fitzgerald and Vice Chairman Michael Elkin. The sponsor's role in providing career-advancing advice and opportunities is critical to the firm's success in—and accountability for—retaining and developing the next generation of leaders.



Winston Diversity & Inclusion Committee Chair Kobi Kennedy Brinson welcomed attendees, followed by opening remarks from Litigation Department Co-Chair and D&I Committee Member Steve D'Amore. As a champion for the direct involvement of the firm's Executive Committee, of which he is a member, Steve challenged the notion that law firms are unable to move the needle on diversity and encouraged the associates to take full advantage of this unparalleled platform to advance in their careers. Chair of the D&I Retention and Advancement Subcommittee, provided an overview of Sponsorship Program goals and expectations for the coming year.

Participants heard from sought-after speakers Carrie Fletcher, Executive Director at Harvard Law School, and renowned professional development consultant Werten Bellamy about the skills needed for success. They also received insights from firm leaders on topics ranging from harnessing self-awareness and developing resilience to leveraging the firm's diversity and inclusion, business development, and social media resources. Winston presenters included Managing Director of Marketing Anne Heathcock, Director of Diversity & Inclusion Sylvia James, and Director of Coaching Diane Costigan, and Business Intelligence and Research Specialist Brendan Matthews.

The day concluded with a reception and dinner, where Sponsorship Program participants joined the diverse members of our fall associate class and the other attendees at our Diverse Lawyers Retreat.

Visit our [Diversity & Inclusion](#) page for more information about our programs.

1 Min Read

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