

Structuring a Sponsorship Program That Delivers Meaningful and Measurable Results

FEBRUARY 23, 2022

Winston & Strawn's Chief Diversity & Inclusion Officer—Sylvia James—authored an insightful article that was featured in *Savoy Magazine's* 2022 Influential Black Lawyers edition. The article highlights Winston's Diversity and Inclusion Associate Sponsorship Program and outlines the four key components to an effective sponsorship program.

Winston's Diversity and Inclusion Associate Sponsorship program is the centerpiece of our retention, advancement, and promotion efforts. It pairs high-performing women, racial/ethnic minority, and LGBTQ+ associates in their fifth or sixth year of practice with an executive committee sponsor for one year. Launched in 2018, seven members of our inaugural class are now partners and the program has cultivated a robust pipeline of diverse, mid- and senior-level associates who are on the partnership track.

Read more of Sylvia's insights in the full article [here](#).

1 Min Read

Related Locations

Charlotte

Chicago

Dallas

London

Los Angeles

New York

Paris

San Francisco

Silicon Valley

Washington, DC

Related Topics

Mentor

Opportunity & Inclusion

Related Regions

North America

Europe

Related Professionals



Sylvia James

This entry has been created for information and planning purposes. It is not intended to be, nor should it be substituted for, legal advice, which turns on specific facts.