



Sylvia James

She/Her
Chief Opportunity & Inclusion Officer

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As chief opportunity & inclusion officer, Sylvia develops and implements an integrated, metrics-driven strategy to strengthen the firm's culture of inclusion and support the advancement of talent across all levels of the organization.

Sylvia collaborates with firm leadership and key stakeholders to shape and execute Winston's strategy for cultivating an inclusive and high-performing workplace. She works closely with the talent management team to support the hiring, development, and advancement of lawyers across the firm; partners with clients and external organizations to strengthen shared goals around access and opportunity in the legal profession; provides training and education; and advises on internal and external communications related to culture and engagement.

Before joining Winston, Sylvia led diversity efforts at a national law firm and practiced as a labor and employment attorney for more than a decade.

Activities

Sylvia is the Vice President of Diversity, Equity, and Inclusion for the National Association for Law Placement (NALP) Board of Directors, and a member of the Board of Directors of the National Association of Women Lawyers (NAWL). She is also a member of the Advisory Board for the Institute for Inclusion in the Legal Profession (IILP), and a long-standing member of the Association of Law Firm Diversity Professionals (ALFDP).

Credentials

EDUCATION

Sylvia received a J.D. from Duke University School of Law and a B.A. in Political Science from Vassar College.

Related Insights & News

Sylvia has authored several articles on issues related to access to opportunity in the legal profession and is a frequent speaker on that topic at legal conferences.

BLOG

Winston Senior Associates Gather in Chicago for Leadership Training

MARCH 24, 2025

BLOG

Winston Volunteers Assemble 3,600+ Care Packages in Honor of Dr. Martin Luther King Jr.

JANUARY 21, 2025

BLOG

Winston Kicks Off Sixth Cohort of D&I Associate Sponsorship Program and Graduates the Class of 2023-2024

NOVEMBER 25, 2024

BLOG

Women Lawyers from the Firm's Paris and London Offices Convene for Day of Connecting and Learning

NOVEMBER 22, 2024

BLOG

Winston Holds DEI Retreat in Nashville

OCTOBER 30, 2024

RECOGNITIONS

Winston Achieves Prestigious Mansfield Certification Plus Status for Seventh Consecutive Year

OCTOBER 2, 2024

RECOGNITIONS

Sylvia James Receives 2024 Culture Catalyst Award from the Diversity & Flexibility Alliance

SEPTEMBER 18, 2024

BLOG

Angela Machala & Sylvia James Join 100+ Law Firm & Inhouse Leaders to Tackle Equity & Inclusion Challenges

JULY 25, 2024

BLOG

Winston's London Office Hosts Career Day for Harris Federation Academies

JULY 4, 2024

BLOG

Winston Hosts Annual 1L LCLD Scholars Roundtable

JUNE 17, 2024

BLOG

First-Gen Attorneys at Winston Share Their Advice for Navigating a Legal Career

JUNE 11, 2024

RECOGNITIONS

Seramount Ranks Winston as a 2024 Best Law Firm for Women and Diversity

MAY 29, 2024