

Education (degrees & institutions): LL.M, University of Pennsylvania Law School; University of Paris II – Panthéon Assas, Master II, Litigation, Arbitration & Alternative Dispute Resolution, M2, 2008, cum laude; Sciences Po Paris (Institut d’Etudes Politiques de Paris), Master I, 2007; BA, Mathematics and Philosophy, King’s College London

Company Name: Hughes Hubbard & Reed LLP

Industry: Law

Company CEO: Neil Oxford and Robb Patryk

Company Headquarters Location: New York, NY

Number of Employees: 217 attorneys

Your Location (if different from above): Washington, DC

Words you live by: Nothing worth anything comes easy

Personal Philosophy: Same as above

What book are you reading? *Higher Ground: How Business Can Do the Right Thing in a Turbulent World* by Alison Taylor

What was your first job? Babysitter (I was 11 and fell asleep before the parents came back.)

Favorite charity: Oceana and any foster kid-related charity

Interests: Mountains and nature; dancing and story slams; friends and family reunions in Europe/travel

Family: I am the youngest of five. We have a large European clan with 15 cousins/nephews/nieces. I am the mother of three boys under the age of 10.



Her mission? Changing Big Law to accommodate women in need of a better work-life balance

I am passionate about creating culture change in Big Law, especially as it relates to gender equity and attorney well-being. Throughout the 15 years I have spent in private practice at major international law firms in Paris, France, New York City and Washington DC, I have observed that corporate law firms are often “last movers” when it comes to changing their working culture. In most cases, that culture was created for and by men, at a time when women (and/or minorities) did not have a seat at the table. My goal is to put into focus the many ways in which corporate law firms—and the corporate world more broadly—operate on outdated principles, methods and codes, which often simply do not serve women attorneys at various stages in their lives.

I have advocated for improved maternity/parental leave (including for non-legal staff) as well as more flexibility for those returning to work after a caretaking break. More specifically, when I returned from maternity leave following the birth of my third son, I proposed a one-of-a-kind model for a 60% billable hour arrange-

ment that would allow me to be more present at home while continuing to serve demanding clients on high-stakes matters. I have since then devised other working models, which I openly discuss with other attorneys struggling to combine their priorities at work and at home or simply wishing to practice law at an intellectually challenging level without sacrificing every-

thing else for it. I have found that the need for more balance resonates both with women-attorneys but also with the younger generation of attorneys, who have a much more inherent understanding of self-care and boundaries.

I am also an active advocate for gender equity, well-being and

more broadly the future of work through my role as co-chair at the Women’s Bar Association of DC (where I have, among other things, initiated the Future of Work Speaker Series). I am honored to have been named among the Women Worth Watching by Diversity Law Journal and intend to use this recognition as a platform to call into life more exciting gender equity initiatives. Stay tuned...

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