



Member Spotlight Questionnaire

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LLP

Tell us about your role including: history, specialization, and years in business.

I am Ballard's Chief Diversity Officer. I joined the firm as Director of Diversity in 2008 and was promoted to Chief Diversity Officer in 2011 when Mark Stewart became Chair of the Firm.

Over the last 11 years, I have worked closely with the Diversity Council, firm leadership, partners and senior administrative leadership to ensure that we have a law firm with lawyers and staff from all different backgrounds and perspectives and that everyone has the resources, relationships and opportunities that are critical for success at Ballard. My role is to also provide guidance and advise as to how we can create a respectful and inclusive environment in which lawyers can thrive.

I am also the firm's voice to external constituencies about our commitment to diversity and inclusion.

What's an interesting fact about you or your firm most people don't know?

The Chair of the firm also chaired the firm's Diversity Committee before I joined the firm.

What's a favorite moment of your career so far?

I have had so many. Most of them are around milestones that the firm has achieved. Whether it was when we promoted homegrown associates of color to the partnership, when 2 of our 5 major Departments were led by women including a woman of color, the fact that 30% of our elected board are women including a partner of color or the fact that when you walk the halls of our conference room floor and see portraits of our most revered partners, it is not male only.

What challenge are you most proud of overcoming?

I am most proud of that we broke free of our stunted percentage of associates of color which was at 11% for many years our growth to 23% was a result in a shift in our diversity and inclusion strategy.

Tell us about your morning ritual.

My household is up at 6:30 a.m., help 8 year old daughter get dressed, breakfast, husband and daughter out the door by 7:15 a.m., I leave the house by 7:30, take the NHL to 69th street, take the EL to 15th street, walk to 1735 Market Street, then in the office by 8:30 a.m. with coffee and breakfast at my desk.

What advice would you offer new business owners?

N/A

What do you wish you had known before starting your own business?

N/A

How can you help other WOL members improve their business?

I have been fortunate enough to hire WOL members for services for Ballard. Gail Cummings has provided consulting and professional development to Ballard Women for a couple of years now.

Whenever we need to refer matters out of Ballard or we need to collaborate with a minority or woman owned business, I can use the WOL directory as a resource.

How has your WOL membership been of value to you and your career?

The ability to refer work or collaborate with WOL members when we are required by clients to subcontract or work with minority-owned or woman-owned businesses has been of tremendous value.

Personally, meeting and becoming friends with Nicole Galli has been one of the most treasured and valued relationships of my career.

Guilty Pleasure: What can you not live without?

Game of Thrones

Nominate Someone!

WOL turns the spotlight on members to highlight how they are making a difference and how they have benefited from WOL membership.

It offers an opportunity for you to share your story with colleagues, inspire future entrepreneurs, and strengthen awareness of the profession and association. Member Spotlight appears regularly on <https://www.womenownedlaw.org/>. To nominate another member email: Nella Bloom at nella@bloomandbloom.net