



# Women at Debevoise

## Debevoise & Plimpton

Debevoise continues to be a proud leader in promoting and supporting the development of women in the legal profession. The entire partnership—and the firm at large—are committed to cultivating a community in which our women lawyers can thrive.

Our collaborative culture and flexible policies have given rise to several generations of women leaders and ensure the growth of those to come.



## We Support



The Women's Resource Group (WRG) serves as an important resource for our women lawyers, helping them to connect with other women across the firm's practices, seniority levels and offices.

The WRG organizes professional and social events for our women lawyers throughout the year that offer networking and mentoring opportunities. Programming typically falls into two categories, Tools of the Trade and Mind and Body.

**Tools of the Trade** programming focuses on exploring the firm and legal profession from a woman's perspective

- How to advocate for yourself
- Negotiating strategies for women
- How to handle being the only woman in the room

**Mind and Body** events focus on social and physical activities

- Social events such as a Hearts & Spades Tournament, a cherry blossom viewing and a book club
- Physical activities such as boxing, spin and fitness classes and self-defense workshops

## We Lead

Debevoise women are not just extraordinary lawyers.

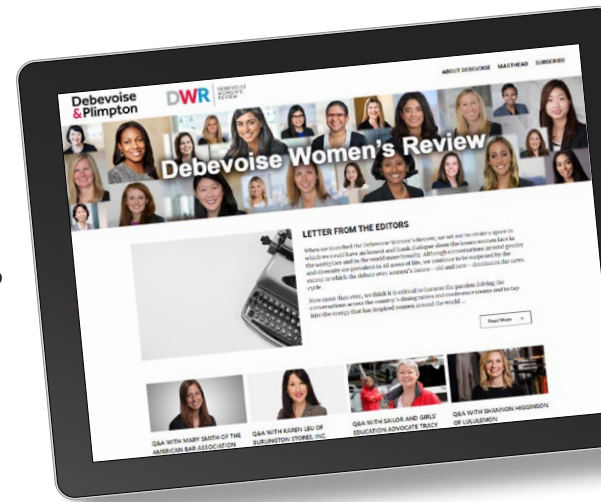
Within the firm, they serve in key leadership roles—in senior management, including as deputy presiding partner and members of the Management Committee; as department heads and practice group chairs; and at the helms of critical initiatives, including diversity, equity and inclusion and talent development.

Their influence extends outside of Debevoise—as presidents of bar associations and international law societies; and as board members at companies, non-profits and cultural institutions.

Debevoise alumnae have also made their mark—as general counsels of Fortune 500 companies; as senior officials in government agencies; and as federal judges, among other roles.



The *Debevoise Women's Review* is a website featuring original stories relevant to women and men committed to gender diversity, including interviews with trailblazing women, essays inspired by personal experiences, advice for women navigating their careers—and more. A first-of-its-kind platform among law firms, the DWR was developed to inspire the legal and business communities to engage in discussion and collective action around gender diversity. Unlike a traditional marketing platform, the editorial process is managed almost entirely by lawyers at the firm, most of whom are associates, allowing for an authentic, first-person perspective. Join the conversation at [women.debevoise.com](https://www.women.debevoise.com).



## A Word from Our WRG Co-Chairs



"WRG provides a safe space for us to work together to talk through and figure out how to approach issues. It is where we can actually show some of our vulnerabilities and have opportunities to help each other improve."

**Jennifer Chu, Corporate Partner**



"In the course of your day-to-day work, it can be difficult to organically encounter other women lawyers with whom you might have a lot in common or who would serve as mentors. WRG is a great way for our women lawyers to easily make those important connections across the firm's practice groups."

**Courtney Dankworth, Litigation Partner**



"As co-chair of WRG, I interact and collaborate with our incoming classes of women lawyers throughout the firm and with other affinity groups. Among the most rewarding aspects of my involvement is getting to know and working with our network of diverse lawyers."

**Wendy Reilly, Litigation Counsel**



## Spotlight on Nicole Mesard

In July 2022, corporate partner Nicole Mesard became the firm's first woman deputy presiding partner. Nicole has held a number of critical leadership roles at Debevoise, including as Deputy Chair of the Corporate Department, as a member of the Management Committee, as Co-Chair of the Global Talent Initiative and as Co-Chair of the Hiring Committee.