

WOMEN LEADERS IN TECH LAW

SAN FRANCISCO – After the events that have rocked Silicon Valley this year, are you more or less hopeful about the prospects for women in the tech industry?
That's the question that we put to all 65 of The Recorder's Women Leaders in Tech Law this year.

From a viral blog post about Uber's culture, a Google engineer's internal memo suggesting women are biologically less apt to succeed in technical fields, and allegations of harassment at some of the Valley's most prominent VC firms, this year's biggest tech stories are a reminder of the challenges that women still face in the field.

But the response from our honorees was a resounding chorus of optimism. They pointed out that you can't address a problem until you define it and that sunshine is often the best disinfectant.

As lawyers, advocates and advisors, they also have a special role to play in helping the tech industry take on issues of discrimination, bias and harassment. They have tackled some of the industry's biggest courtroom challenges, negotiated market-moving deals, and helped protect the industry's most valuable intellectual property assets. Given all these accomplishments, the optimism is understandable.

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Covington & Burling

By Alexa Woronowicz

Ingrid Rehtin of Covington & Burling represented Sanofi in connection with a joint venture with Verily Life Sciences and Microsoft in various strategic transactions, including its \$7.2 billion acquisition of Nokia's devices and services business.

Who's the best leader you've seen in action and why?

Bruce Deming, my mentor at Covington (now retired). He was always an exceptional advocate for his clients, calm under pressure, and active in numerous community and volunteer organizations.

After the events that have rocked Silicon Valley this year, are you more or less hopeful about the prospects for women in the tech industry?

More hopeful. There is heightened attention on the issues facing women in tech, and with so many raising their voices I expect more companies will

assess their cultures and identify areas for improvement.

Do lawyers bear any special responsibility in addressing gender stereotyping and discrimination in tech?

Every senior lawyer has an important role to play in terms of mentoring and growing the next generation of female leaders and increasing diversity in law firms and in the legal industry.

The No. 1 issue that keeps me and my clients up at night is ...

In tech there is a constant drive to innovate and work at the cutting edge, which can certainly feel precarious, but is also what makes my tech clients so energized, engaged and fantastic to work with.

What piece of advice do you have for young lawyers in tech?

Be flexible and open to new opportunities. The tech space evolves quickly and



as a lawyer you can provide more value to your clients if you have a broader view—across industries, companies of all sizes, and players from all corners (innovators, investors, established companies, and startups).

—Ross Todd