

**Education:** JD, American University, Washington College of Law; BA, Boston University

**Company Name:** Herrick, Feinstein LLP

**Industry:** Law

**Company CEO:** Barbaros Karaahmet, Chief Operating Partner

**Company Headquarters Location:** New York, New York

**Number of Employees:** approximately 125 attorneys

**Words you live by:** Your time is your most valuable possession.

**Personal Philosophy:** If a program or organization doesn't exist, create it.

**What book are you reading:** *Beautiful Country* by Qian Julie Wang

**What was your first job:** Litigation associate at a law firm (first job as a lawyer)

**Favorite charity:** ACLU

**Interests:** Fusion cooking, tennis, traveling, and hosting dinners



## I'm Doing Everything I Can to Increase D&I in Law

I'd like to thank *Profiles in Diversity Journal* for this award. This award is particularly close to my heart because I'm passionate about increasing diversity and inclusion in the legal profession. As a first-generation South Asian lawyer, I also appreciate the need to mentor junior lawyers and amplify the contributions of diverse lawyers, and I strive to do that every day. In this regard, I've launched and participated in numerous diversity-and-inclusion-related initiatives, hoping that I can contribute to moving our profession forward.

As a young associate, I founded the Diverse Working Attorneys Group, to foster mentorship between diverse attorneys, created a *Diversity Matters* newsletter, and launched a Women's Initiative program, which focused on enhancing business development and networking skills for women.

In the last three years, I have launched the Women's Initiative Network at my current law firm, Herrick Feinstein LLP ("Herrick"), to organize programming on networking and business development; launched a Diversity Partners program, whereby diverse partners mentor and sponsor diverse associates; and created a

mentoring circles program. I have been active in the Leadership Council on Legal Diversity ("LCLD"), an organization of more than 320 corporate chief legal officers and law firm managing partners, who are committed to creating a more diverse and inclusive legal profession, as an LCLD Fellow and the New York City Lead for 2021.

Recently, I founded a networking group called Ladies in Law New York, established to bring together accomplished and diverse female lawyers to create organic relationships, find mentors, seek career advice, facilitate new business opportunities, and much more. I also currently co-chair Herrick's Diversity Committee.

I have also been very active in the South Asian legal community. I am currently co-chairing the South Asian Bar Association of New York's Litigation Committee. As co-chair, I launched the Leadership Lunch series, allowing young South Asian associates to have access to successful South Asian leaders.

Although my work is merely a drop in the bucket, I do hope it inspires others to take active roles in their organizations to increase diversity and inclusion at all levels.