



Education: JD, The George Washington University Law School, BA, Dartmouth College, 2005

Company Name: Dechert

Industry: Law

Company CEO: Co-Chairs: David Forti and Mark Thierfelder (effective July 1, 2023)

Company Headquarters Location: Philadelphia, PA; New York, NY

Number of Employees: Approx. 2,000

Your Location: Washington, D.C.

Words you live by: "Do the best you can until you know better. Then when you know better, do better."—Maya Angelou

Who is your personal hero?

My mom. She has lived on four continents, always encouraged me to be independent and self-sufficient, and provided a soft landing when I needed it most. She is an inspiration.

What book are you reading?

Crying in H Mart: A Memoir by Michelle Zauner; *Tribe of Mentors: Short Life Advice from the Best in the World* by Tim Ferriss

What was your first job?

I helped my neighbor deliver the local paper in the summer and holiday season, which inspired me to do the same year-round in college.

Interests/Hobbies:

Marathon training, travel, reading, music/concerts, and organizing girls' poker night

Family: My mother, Vina, my father, Rajni, and my (significantly younger) twin brothers, Anand and Ankur

Everyone should be a mentor. The next generation of leaders need them

Today's leadership can support the next generation of Asian business leaders through authentic mentorship and sponsorship. This is particularly important for leaders who perhaps do not look like their Asian colleagues following behind them. We have all heard about the importance of representation in the workplace, but if that representation is not readily present, the next best thing is to have advocates willing to help diverse colleagues develop, grow, and succeed. This not only helps achieve the desired representation in future leadership, but also fosters meaningful and fulfilling work relationships built on authentic collaboration and trust. And to the extent that is not found within someone's workplace, it can and should be found outside of it.

I strive to mentor and sponsor others—regardless of whether they look like me or whether I work with them directly—to ensure that they too feel supported in the way I have.

I have been fortunate to find support both within the workplace and through local affinity bar associations, particularly through the local and national chapters of the South Asian Bar. As a young associate, more seasoned lawyers in the South Asian community helped me navigate the complicated landscape of Big Law—an unknown quantity for me given that I was the first lawyer in my family. I quickly realized that this was a network that I not only desperately wanted, but needed. The South Asian Bar has served as a sanctuary where I have felt safe being vulnerable and asking questions, felt comfortable seeking guidance, and challenged myself to develop essential leadership skills. I believe this support has helped me excel in my workplace as well as within the community, cementing my desire to give back to those following behind me.

I strive to mentor and sponsor others—regardless of whether they look like me or whether I work with them directly—to ensure that they too feel supported in the way I have. That isn't always easy when we are managing and trying to find balance in our own personal and professional lives. But I have come to realize that it is critical for real change and growth. It also requires a persistent commitment that perhaps takes us all a little out of our comfort zone. To me, that's a good thing. After all, how we face and manage challenges is ultimately how we learn and grow.