



Freshfields

Women's Initiative Network (WIN)

The Women's Initiative Network (WIN) offers an opportunity to bring people together who share interests and common goals. WIN engages in a wide variety of activities, including mentoring, networking, and professional development skills training. The network also partners with Freshfields' clients and external organizations to help work together to create an environment where everyone is equally able to achieve their potential.

WIN's main focus for 2022 is threefold: encouraging discussions to raise awareness within the firm to initiatives and issues involving women and strengthening allyship; becoming a forum for members to connect and share their stories; and enhance collaboration among the various Employee Resource Groups (ERGs) by co-hosting events and encouraging each ERG's members to be active in supporting the other ERGs and by extension, our colleagues.



Events

- **Combatting Imposter Syndrome**

- Research shows that 80% of men and women experience "Imposter Syndrome" at some point in their lives – but it is more acute among high-achieving underrepresented groups. In this session, participants discussed the causes of the syndrome within the Big Law context and provide specific, actionable practices aimed to change mindsets and diminish the sense of being an imposter. Freshfields welcomed Susan Dunlap, Founder and CEO of the Women's Leadership Forum (WLF), and Michelle Cotter Richards, JD, Coach & Facilitator (WLF) to lead this event.

- **OutWOMEN Speaker Panel and Networking**

- The Women's Initiative Network collaborated with Halo and Out Leadership to host: OutWOMEN Speaker Panel & Networking. This event provided the space for authentic and engaging conversation among attendees and to celebrate the progress we've made towards LGBTQ+ equality.