



2024

YEAR IN

REVIEW



MESSAGE FROM THE CHAIR

For seventeen years, DirectWomen has been working to increase the representation of women lawyers on corporate boards. As I reflect on 2024, I know that we could not have accomplished all that we did without the support of the tremendous DirectWomen network. It was certainly a year for the record books!

We started the year by gathering together in cities across the United States for intimate Dinners with Friends. These dinners in the Bay Area, Houston, Chicago, Miami, and Washington, DC were a great opportunity for attendees to build and nurture meaningful connections with fellow members of DirectWomen's powerful network.

In June, we hosted our second sold-out International Boards Program at the United States of America Embassy in London. The program brought together CEOs, board directors, search firm executives, general counsel, top law firm leaders, and aspiring board directors as we explored the nuances of international corporate board service.

Throughout the year, eight alumnae were added to ten corporate boards and, in October, 15 women lawyers participated in the Board Institute, further adding to DirectWomen's rich pool of director candidates.

We capped off the year honoring our 2024 award recipients at an energizing Sandra Day O'Connor Board Excellence Award Luncheon and celebrated our milestone 200th corporate board seat at the New York Stock Exchange where DirectWomen rang the closing bell.

All in all, 2024 was a true testament to the power of DirectWomen's network, and I look forward to continuing to harness the power of this incredible network in 2025 and beyond. None of this would have been possible without our enthusiastic supporters. Thank you for your important contributions and leadership as we work together toward our shared goal: a future in which women lawyers are considered equal board candidates to all other C-suite executives.

Lily Yan Hughes
Chair, DirectWomen

STRATEGIC GOALS TO ADVANCE THE MISSION

1

**Position board-ready
women lawyers for
corporate board
service**

2

**Promote the value of
women lawyers on
corporate boards**

3

**Cultivate a pipeline of
women lawyers for
future board
opportunities**

THE BOARD INSTITUTE

The annual Board Institute was held in New York City October 16-18, 2024. DirectWomen is thrilled to welcome the Class of 2024 to the ranks of its now 286 board-ready alumnae.

The DirectWomen Board Institute Class of 2024



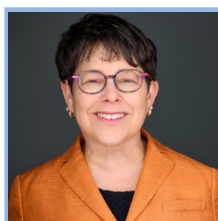
Lauren Aste
Executive Vice President,
Chief Legal Officer, and
Company Secretary,
CWT



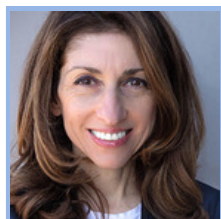
Beth I.Z. Boland
Partner; Vice Chair, ESG
Practice; Former Chair,
Securities Enforcement
and Litigation Group;
and Former Vice Chair,
Litigation Department,
Foley & Lardner LLP



Eva Davis
Chair, Global Transaction
Department, Winston &
Strawn



Leanne J. Fitzgerald
Chief Legal Officer and
Secretary, ACV Auctions,
Inc.



Anya Goldin
Co-founder and
Managing Partner,
Estrich Goldin LLP



Shawnte Mitchell
Former Chief Legal Officer,
Genomatica Inc.



**Susan Keller
Pascocello**
Senior Vice President,
General Counsel, and
Corporate Secretary,
Chemonics International,
Inc.



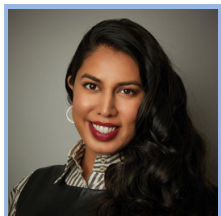
Kari O'Neill Potts
Senior Vice President,
Chief Legal Officer, and
Corporate Secretary, The
Scoular Company



Sharon Speyer
Former Regional
President, Northwest
Ohio and Director of
Economic Inclusion for
Regional Banking,
Huntington Bancshares



Kristin Svercek
Former President, Lyft



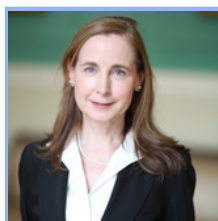
Nabihah Syed
Executive Director,
Mozilla Foundation



Suzanne Schulze Taylor
Senior Vice President,
General Counsel, and
Secretary, Hyster-Yale
Materials Handling, Inc.



Royce Warrick
Senior Vice President,
General Counsel, Chief
Compliance Officer,
and Corporate
Secretary, Solenis



Veronica M. White
Global Head, Technology
Services and Solutions,
Bloomberg L.P.



Denise V. Zamore
Executive Vice
President, Chief Legal
Officer, and Corporate
Secretary, agilon
health, inc.



DINNERS WITH FRIENDS

In 2024, we were pleased to introduce Dinners with Friends in key markets across the country. These invite-only events offered attendees the opportunity to build and nurture meaningful connections with fellow members of DirectWomen's powerful network over dinner and drinks. Events were held in the Bay Area, Houston, Washington, DC, Chicago, and Miami.



Top photograph: Chicago Dinner with Friends on April 16, 2024. **Middle, left photograph:** Bay Area Dinner with Friends on February 13, 2024. **Middle, right photograph:** Washington, DC Dinner with Friends on March 4, 2024. **Above and to the right:** Houston Dinner with Friends on March 4, 2024.

VIRTUAL PROGRAMS

PANELISTS
SERVING ON

19

CORPORATE
BOARDS

MORE THAN

1,000

REGISTRANTS

Power Hour:

A Conversation with DirectWomen's 2024 Honorees



Teri P. McClure



Marie Oh Huber



Roberta D. Liebenberg



Sheri H. Edison

Directors' Perspectives:

What Corporate Boards Need to Know Now



Christine J. Spadafor



Vanessa Allen
Sutherland



Simone Wu



Kimberly Y. Chainey

Directors' Perspectives: Private Company Board Service



Megan M. Belcher



Mary J. Dent



Loria B. Yeadon



Teresa M. Sebastian

LONDON PROGRAM

DirectWomen's second sold-out International Boards program was held on June 6, 2024, at the United States of America Embassy in London.

8 SITTING DIRECTOR
PANELISTS

PANELISTS
SERVING ON **16** BOARDS

MORE THAN **200** REGISTRANTS

Breaking into the Corporate Boardroom: The Pathways and the Processes



Gabriele Apfelbacher



M. Tamara Box



Marie Oh Huber



Hillary A. Sale

The Board's Crisis Management Roles



Suzanne Rich Folsom



Stephanie Glover



Zabrina Jenkins



Mary O'Connor



Teresa M. Sebastian

United States of America Embassy Representatives



Sarah Morgenthau



Virginia Murray

NYSE CLOSING BELL

On October 18, 2024, DirectWomen had the honor of ringing The Closing Bell® at the legendary New York Stock Exchange (“NYSE”) alongside more than 70 of our alumnae and key partners!

It was a wonderful celebration of DirectWomen's milestone 200th board seat and all that the organization has accomplished since its founding in 2007.



SANDRA DAY O'CONNOR BOARD EXCELLENCE AWARD LUNCHEON

The 2024 Sandra Day O'Connor Board Excellence Award Luncheon was held in New York City on October 18, 2024.



Sandra Day O'Connor Board Excellence Awards



Kim Lubel

Former Chairman and CEO, CST Brands, Inc.
Director, Arcosa Inc., Inspire Trust Co., PBF Energy, Inc., Southwest Research, Inc., and Westlake Corporation



Laura Simone Unger

Former SEC Commissioner and Acting Chair
Director Nomura Holdings Inc., Nomura Holdings America, and Instinet Incorporated

Distinguished Alumna Award



Sandra L. Phillips

Senior Vice President, Corporate Resources General Counsel and Chief Legal Officer, Toyota Motor North America, Inc.
Director, MSA Safety Incorporated

Ruth Bader Ginsburg Corporate Board Award



**Hewlett Packard
Enterprise**

Hewlett Packard Enterprise

Award accepted by **Antonio Neri**
President and CEO, Hewlett Packard Enterprise
Director, Elevance Health, Inc. (formerly Anthem, Inc.)
and Maserati
Advisory Board Member, ROKiT Venturi Racing

ALUMNAE ADDED TO BOARDS IN 2024

This year, eight alumnae were added to ten corporate boards.



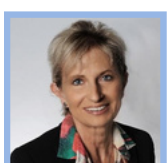
Cynthia Augustine
Rev Group, Inc.



Nora LaFreniere
Dana Incorporated



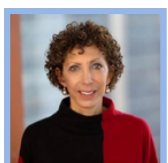
Suzanne Rich Folsom
Encyclopaedia Britannica, Inc.
ECORE International
Defense Metals Corp.



Aleks Miziolek
American Axle & Manufacturing



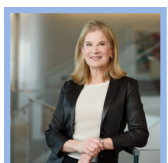
Diane Honda
Conceal



Lori Schechter
Bayer AG



Stacy Kanter
Oppenheimer Holdings Inc.



Sally Thurston
Vantage Risk Specialty
Insurance Company (VRSIC)

DirectWomen serves as a resource for companies looking for qualified board candidates and was pleased to participate in **eight** board searches in 2024.

For a list of qualified candidates tailored to the needs of your organization, contact DirectWomen's Executive Director, Shawn Taylor Kaminski, via email at skaminski@directwomen.org or via phone at (833)-239-6636.

ALUMNAE ON BOARDS

DirectWomen Board Institute Alumnae have served on **208** corporate boards since DirectWomen's inception, including:



THANK YOU TO OUR 2024 INDIVIDUAL AND CORPORATE DONORS

Contributed \$5,000 to \$24,999

Catharine Biggs Arrowood
Michelle Banks
Cynthia J. Cole
Maria C. Green
Jenny Hochenberg
Marie Oh Huber
Lily Yan Hughes

Susan S. Lanigan
Kim Lubel
Navient
Trevor S. Norwitz
Westlake Corporation
Hyster-Yale Materials Handling, Inc.

Contributed \$1,000 to \$4,999

DeLisa Alexander
Gabriele Apfelbacher
Megan M. Belcher
Lora Blum
Janet Carrig
Cboe
Marcy S. Cohen
Michele L. Connell
Kelly McNamara Corley
Mary Cranston
Sarah C. Dodds-Brown
Margee Elias
Leanne Fitzgerald
Elisa D. Garcia
Mark J. Gentile
Patricia Gillette
Wendy Hallgren
Peggy A. Heeg
Eve N. Howard

ING Financial Holdings Corpo
Stacy Kanter
Denise F. Keane
Denise Kuprionis
Roberta D. Liebenberg
Vivian Maese
Lorraine McGowen
Susan Keller Pascoello
Lori Schechter
Teresa M. Sebastian
Karen Silverman
Brande Stellings
Rachel Stern
Michelle Warner
Royce Warrick
Simone Wu
Kim Yapchai
Andrea L. Zopp

Contributed up to \$999

Susan Alexander
Scott Askins
Sue Bettman
Christine Castellano
Kimberly Y. Chainey
Yen D. Chu
Mary Dent
Patricia Diaz Dennis
Lance Drummond
Lisa Fairfax
Sandra Flow
Gap Inc.
Julie Gruber
Ann Harlan
Diane Honda
Lisa Horowitz

Mary Ann Jorgenson
David Katz
Karen King
Gail Lione
Jennifer W. Pileggi
Kari O'Neill Potts
Mary W. Quazzo
Hillary A. Sale
Marnie Seif
Sheri Singer
Krista Sweigart
Suzy Taylor
Elisse Walter
Leonard Warren
Lynn Watkins-Asiyanbi

2024 SPONSORS

WE THANK YOU FOR YOUR SUPPORT!



NOMURA

AkinSM



COVINGTON



Davis Polk

Debevoise & Plimpton



Freshfields

ReedSmith

SQUIRE
PATTON BOGGS

WACHTELL
LIPTON
ROSEN &
KATZ



ARCOSA

Arnold & Porter



NELSON
MULLINS



Baker McKenzie
Bowman and Brooke LLP
Dechert LLP
Greenberg Traurig, LLP
Hogan Lovells US LLP
Kirkland & Ellis LLP
Lief Cabraser Heimann & Bernstein, LLP
Orrick Herrington & Sutcliffe LLP

Perkins Coie LLP
Richards, Layton & Finger, P.A.
Shook, Hardy & Bacon L.L.P.
Simpson Thacher & Bartlett LLP
Thompson Hine LLP
Toyota
Travelers
Winston & Strawn LLP

A&O Shearman
AptarGroup, Inc.
Barnes & Thornburg LLP
Hewlett Packard Enterprise

Latham & Watkins LLP
Pillsbury Winthrop Shaw Pittman LLP
The Scouler Company
Troutman Pepper Hamilton Sanders LLP

Palo Alto
Dinner with
Friends

Baker
McKenzie.

London
2024



GRAVITAS SEARCH™

DIAMOND

PLATINUM AMBASSADOR

PLATINUM

GOLD

SILVER

OUR 2025 EVENTS

Sponsoring DirectWomen in 2025 will give your firm or company exclusive access and invites to the following events.

DINNERS WITH FRIENDS

Boca Raton, Florida
February 12, 2025

Washington, District of Columbia
March 25, 2025

Woodside, California
March 11, 2025

Cleveland, Ohio
April 8, 2025

Houston, Texas
March 24, 2025

New York, New York
Date to be announced

INTERNATIONAL BOARDS PROGRAM

London, United Kingdom
The London Stock Exchange
June 18, 2025

SANDRA DAY O'CONNOR BOARD EXCELLENCE AWARD LUNCHEON

New York, New York
Cipriani 42nd Street
October 10, 2025

LEARN MORE ABOUT US

Who We Are

DirectWomen is a national nonprofit that works to increase the representation of women lawyers on corporate boards. More than 40% of DirectWomen alumnae have been elected to serve on at least one corporate board.

[**CLICK HERE TO LEARN MORE.**](#)

What We Do

Virtual Programs: DirectWomen is pleased to offer a variety of virtual webinar programs, which are broadcast live and available on demand in our [virtual program library](#).

Sandra Day O'Connor Board Excellence Luncheon: Each year at [the Luncheon](#), DirectWomen presents awards that celebrate women lawyer directors and excellence in board service.

Board Institute: The [DirectWomen Board Institute](#) positions an elite group of exceptional women lawyers for service as directors of major corporations.

International Boards Program: Seeing a demand for DirectWomen's unique programming abroad, this invite-only event brings together board directors, search firm executives, general counsel, top law firm leaders, and aspiring board directors as we pull back the veil of mystery around international corporate board service.

Our Alumnae

More than 40% of DirectWomen's [alumnae](#) have been elected to serve on at least one corporate board.

[**CLICK HERE TO ACCESS OUR ALUMNAE DATABASE.**](#)

Our Supporters

We are incredibly grateful for the support of our alumnae, sponsors, and other donors. Our donors' generosity makes it possible for DirectWomen to continue to grow and find new ways to support women lawyers with board service aspirations.

[**CLICK HERE TO SEE OUR CURRENT INDIVIDUAL AND CORPORATE DONORS.**](#)

[**CLICK HERE TO SEE OUR CURRENT SPONSORS.**](#)

For more information about DirectWomen sponsorship opportunities, please contact:
Shawn Taylor Kaminski, Executive Director
skaminski@directwomen.org, 708-244-9006