

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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JUDITH HASKO

Latham & Watkins

Judith Hasko, global chairwoman of the life sciences licensing group at Latham & Watkins, structured the first-ever multibillion-dollar collaboration involving microbiome-based therapies for client Seres Therapeutics and advised Aimmune Therapeutics in a strategic collaboration in conjunction with a \$145 million equity investment.

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

Bob Dell, former global chairman of Latham. He empowered talented attorneys while focusing on and achieving key objectives for the firm through changing economic climates, all while maintaining an even keel.

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?

I remain hopeful. These events, while disappointing and frustrating, spurred important discussions and drew attention to the challenges we face in providing

opportunities for women in Silicon Valley. There are many smart people in the Silicon Valley business community who want to address these issues and run the best businesses they can. Great companies need to attract top talent to succeed. That will require them to create an environment that enables women, and all employees, to thrive.

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

Because of our training, lawyers may be more attuned to these issues and recognize them as they arise. But everyone in the Silicon Valley business community has a responsibility to counter gender stereotyping and discrimination. We recognize and reward talent, initiative and creativity in Silicon Valley. Gender stereotyping and discrimination undermine these values and our business community.

If I could change one thing about working in tech, it would be ...

I'd add more hours to each day.



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

Changes in policy and law affecting the biopharma industry, particularly around government funding for science, intellectual property rights and FDA/reimbursement matters.

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

Find a practice that motivates you, be a key team player and seek out opportunity.

—Ross Todd