



Education: BSFS, Georgetown University Edmund A. Walsh School of Foreign Service; JD, The George Washington University Law School

Company Name: Dechert LLP

Industry: Law

Company CEO: Henry N. Nassau

Company Headquarters Location: Philadelphia, Pennsylvania & New York, New York

Number of Employees: Approximately 2,000

Your Location (if different from above): Philadelphia, Pennsylvania

Words you live by: "Tell me and I forget, teach me and I may remember, involve me and I learn" – Benjamin Franklin

Who is your personal hero? Justice Ruth Bader Ginsburg

What book are you reading? *No Bad Kids* by Janet Lansbury; *The Obstacle is the Way* by Ryan Holiday

What was your first job: Banquet server (tuxedo and all!) at a private women's club in Washington, DC

Favorite charity: Lawyers' Committee for Civil Rights Under Law

Interests: Listening to music from around the world, dance parties, and experiencing new things with my kids

Family: My husband, Neerav, and our four-year-old twins, Nalin and Naina, who are my biggest cheerleaders

The Key to Successful Mentoring is Authenticity

Mentorship has been the key to success in my career. When I first started practicing law in the commercial real estate finance industry, I was the only woman and person of color starting in my practice group, and I made it a priority to find women and diverse mentors to help grow my career. I searched for a place where I could see myself reflected in the leadership, among the partners and associates and in each deal team. That is not always an easy task at any law firm or in finance, but I have been lucky enough to find great support and friendship among my diverse peers and clients over the past 10 years—those who gave me my first opportunities to learn and lead, those who acted as sounding boards through trials and triumphs, and those who championed me inside and outside Dechert.

But what has been most surprising is that my biggest supporters have been partners at Dechert who some might say are the least like me. When I felt that I did not quite fit the mold of a partner, the mentorship I received from my partners completely changed my sense of belonging.

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I believe that the one trait that has been essential in developing those mentoring relationships is authenticity. Instead of focusing on what made us different (whether it be ethnicity, religion, upbringing, or the fact that I will never understand golf), I focused on being true to myself and not hiding the things that make me who I am—a mother, an immigrant, a Hindu, a lover of basketball, and the list goes on. By being open about myself, I have found that authenticity has been reciprocated and my relationships with my mentors have developed naturally and only strengthened over time. I have learned that the best mentoring relationships are a two-way street involving a tremendous amount of vulnerability and trust.

Now, having achieved my goal of being elected to the partnership at Dechert, I hope to pay forward all the support I have received and serve as a resource to all of my colleagues who are similarly looking for authentic friendship, mentorship, and support in their careers. Because, as Angelina Jolie once said, "Our diversity is our strength. What a dull and pointless life it would be if everyone was the same."