



**2025
YEAR IN
REVIEW**



MESSAGE FROM THE CHAIR

For 18 years, DirectWomen has worked to increase the representation of women lawyers on corporate boards. As I reflect on 2025, I know we could not have accomplished all that we did without the support of the tremendous DirectWomen network.

We started the year by gathering in cities across the United States for intimate Dinners with Friends. These dinners in the Bay Area, Boca Raton, Cleveland, Houston, New York, 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 third sold-out International Boards Program at the London Stock Exchange. 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. We capped off the program by closing the market at the London Stock Exchange to celebrate our milestone 200th corporate board seat.

Throughout the year, 12 alumnae joined 13 corporate boards. In October, 17 women lawyers participated in the Board Institute, further enriching DirectWomen's pool of director candidates.

At an energizing Sandra Day O'Connor Board Excellence Award Luncheon, we honored our 2025 award recipients and, in Q4, we started planning for all that 2026 has in store.

As always, this year 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 2026 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 on October 8-10, 2025. DirectWomen is thrilled to welcome the Class of 2025 to the ranks of its now more than 300 board-ready alumnae.

DirectWomen's Board Institute Class of 2025



Christine J. Chao
General Counsel and
Interim CEO,
Foremost Group



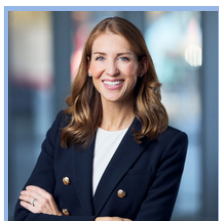
Samantha Hale Crispin
Firmwide Corporate
Department Chair and Partner,
Baker Botts LLP



Angelica Espinosa
Senior Vice President and
Chief Legal, Compliance, and
Corporate Affairs Officer,
Portland General Electric



Jessica A. Garascia
Senior Vice President,
General Counsel, Chief
Administrative Officer, and
Secretary, AAR Corp.



Kendall Handler
Executive Vice President,
Chief Legal Officer, and
Secretary, IAC, Inc.



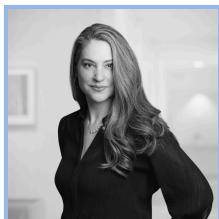
Christie A. Hill
Former Chief Legal Officer,
Aristocrat Leisure Limited



**Tanya M.
Jaeger de Foras**
Chief Legal Officer,
Corporate Secretary, and
Chief Compliance Officer,
Ingredion Incorporated



Jennifer A. Johnson
Chief Legal Officer,
Corteva



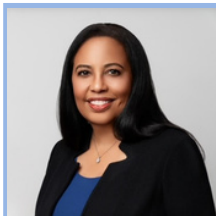
Natasha G. Kohne
Partner, Akin Gump Strauss
Hauer & Feld LLP



Nancy J. Laben
Chief Legal Officer and
Executive Vice President,
Booz Allen Hamilton



Meredith M. Lackey
Chief Compliance Officer,
Southern Company



**Kimberly Banks
MacKay**
Senior Vice President,
General Counsel, and
Corporate Secretary,
West Pharmaceutical
Services, Inc.



Gwyn Goodson McNeal
Executive Vice President,
Chief Legal Officer, and
Corporate Secretary,
Extra Space Storage, Inc.



Karna Nisewaner
Former Senior Vice
President, General
Counsel, and Corporate
Secretary, Cadence
Design Systems, Inc.



Z. Scott
President,
Chicago State University



Wanji J. Walcott
Chief Legal and Business
Affairs Officer, Pinterest

*DirectWomen thanks The
Travelers Companies, Inc. for its
continued partnership including
the use of its board suite.*



**Lynn Watkins-
Asiyanbi**
Former Senior Vice President,
Chief Administrative and
Legal Officer, and Board
Secretary, CECO
Environmental Corp.



DINNERS WITH FRIENDS

In 2025, we were pleased to host 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, Boca Raton, Cleveland, Houston, New York, and Washington, DC and brought together more than 100 C-suite executives.



Photographs: (Top) Washington, DC Dinner with Friends on March 25, 2025; (middle, left) Houston Dinner with Friends on March 24, 2025; (middle, right) New York Dinner with Friends on April 17, 2025; (bottom) Cleveland Dinner with Friends on April 8, 2025.

VIRTUAL PROGRAMS

PANELISTS
SERVING ON

15

CORPORATE
BOARDS

MORE THAN

850

REGISTRANTS

Paving the Pathway to the Boardroom: Building a Board-Ready Career



Maria C. Green



Eve N. Howard



Kathleen M. Mahoney



Yen D. Chu

Directors' Perspectives: International Corporate Board Service



Lisa J. Brown



Ulrika Ekman



Elisa D. Garcia



Kim Yapchai

Directors' Perspectives: The Board's Crisis Management Roles



Lance Drummond



Noni L. Ellison



Deborah Platt Majoras



Veronica H. Foley

LONDON PROGRAM

DirectWomen's third sold-out International Boards Program was held on June 18, 2025, at the London Stock Exchange. The program offered attendees extensive networking opportunities and two robust panel discussions.

7 SITTING DIRECTOR
PANELISTS

PANELISTS
SERVING ON **15** BOARDS

MORE THAN **100** REGISTRANTS



Breaking into the Corporate Boardroom: The Pathways and the Processes



April Miller Boise



Tamara Box



Lori A. Schechter



Andrea L. Zopp



Hillary A. Sale

Cracking The Code: What Companies Really Want in a Director



Louise Bennetts



Emma Combe



Nilufer Kheraj



Devyani
Vaishampayan



Brande Stellings

LONDON STOCK EXCHANGE MARKET CLOSE CEREMONY

In June 2025, DirectWomen celebrated 200 corporate board seats held by DirectWomen Board Institute alumnae at The London Stock Exchange's June 18, 2025, market closing ceremony.



"As we celebrate our 200th corporate board seat, we reflect on all that DirectWomen and our distinguished alumnae have accomplished since 2007. These women have shown that their skills and talent benefit corporate bottom lines and help remove barriers for other women to serve. We encourage all companies listed on the London Stock Exchange to consider women lawyers for future director roles."

- Lily Yan Hughes, Chair, DirectWomen



SANDRA DAY O'CONNOR BOARD EXCELLENCE AWARD LUNCHEON

DirectWomen hosted its annual Sandra Day O'Connor Board Excellence Award Luncheon on October 10, 2025, in New York City.



Sandra Day O'Connor Board Excellence Awards



Patricia Salas Pineda

Director, Frontier Airlines, Omnicom Group, and Portland General Electric; Former Group Vice President and General Counsel, Toyota Motor North America, Inc.



Gaby Sulzberger

Director, Acorns, Auxmoney, Eli Lilly and Company, and Mastercard; Partner, Centerbridge Partners

Distinguished Alumna Award



April Miller Boise

Director, Trane Technologies; Executive Vice President and Chief Legal Officer, Intel Corporation

Ruth Bader Ginsburg Corporate Board Award



Organon

An independent global healthcare company with a mission to deliver impactful medicines and solutions for a healthier every day

ALUMNAE ADDED TO BOARDS IN 2025

This year, 12 alumnae were added to thirteen corporate boards.



Linda L. Addison
appointed to the board of
CohnReznick



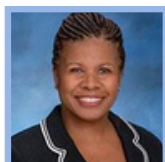
Jennifer I. Ansberry
appointed to the board of
Douglas Dynamics, Inc.



Kimberly Y. Chainey
appointed to the board of
Warrior Met Coal, Inc.



Carol DiBattiste
appointed to the board of
AerSale Corporation



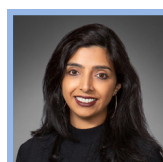
Deneen L. Donnley
appointed to the board of
Piedmont Office Realty
Trust, Inc.



Laura Franco
appointed to the board of
Grab Holdings Limited



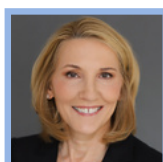
Lily Yan Hughes
appointed to the board of
Allbirds, Inc.



Monica Karuturi
appointed to the board of
Nextracker



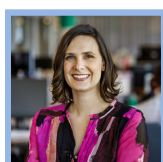
Kimberly Banks MacKay
appointed to the board of
CTS Corporation



Karen G. Narworld
appointed to the boards of
Standard Lithium Ltd. and
Calumet, Inc.



Marnie Seif
appointed to the board of
Kopin Corporation



Kristin Sverchek
appointed to the board of
Kodiak Robotics, Inc.

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.



DIRECTWOMEN
ACCELERATING BOARD OPPORTUNITIES FOR WOMEN

ALUMNAE ON BOARDS

DirectWomen Board Institute Alumnae have served on **222** corporate boards since DirectWomen's inception, including:



THANK YOU TO OUR 2025 INDIVIDUAL AND OTHER DONORS

Contributed \$10,000+

Megan M. Belcher
Alan L. Beller
Jenny Hochenberg
Anastasia D. Kelly

Contributed \$5,000 - \$9,999

Michelle Banks
Christine J. Chao
DataRights AI
Maria C. Green
Christie A. Hill

Lily Yan Hughes
Thomas Kim
Susan S. Lanigan
Roberta D. Liebenberg

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

Catharine Biggs Arrowood
Rosemary T. Berkery
Cboe
Kimberly Y. Chainey
Cynthia J. Cole
Michele L. Connell
Sarah C. Dodds-Brown
Deneen L. Donnley
Lance Drummond
Veronica S. Foley
Patricia K. Gillette
Peggy A. Heeg

Laura B. Heltebran
Eve N. Howard
Marie Oh Huber
Stacy J. Kanter
Denise Kuprionis
Gloria Lee
Trevor Norwitz
Lori A. Schechter
Vanessa Allen Sutherland
Michelle M. Warner
Kim Yapchai

Contributed up to \$999

Susan H. Alexander
Suzanne S. Bettman
Lora D. Blum
Beth I.Z. Boland
Mary Ann Carlson
Yen D. Chu
Pauline Debre
Patricia Diaz Dennis
Mary J. Dent
Carol DiBattiste
Lisa Fairfax
Sandra Flow
Diane C. Honda
Monica Johnson

Bendita Cynthia Malakia
Victoria Mandell
Angela McDonald-Fisher
Veta T. Richardson
Mary Smith
Rachel R. Stern
Krista A. Sweigart
Suzanne S. Taylor
Laura Simone Unger
Leewaiwai Wacek
Elissa B. Walter
Leonard Warren
Jennifer C. Wolfe

OUR 2026 EVENTS

Sponsoring DirectWomen in 2026 will give your firm or company exclusive access and invites to the following events.

DINNERS WITH FRIENDS

Bay Area

February 25, 2026

Washington, DC

March 24, 2026

Chicago

April 15, 2026

New York

April 29, 2026

INTERNATIONAL BOARDS PROGRAM

Marsh McLennan | Tower Place, London

June 24, 2026

SANDRA DAY O'CONNOR BOARD EXCELLENCE AWARD LUNCHEON

New York, New York

October 9, 2026

LEARN MORE ABOUT US

Who We Are

DirectWomen is a national nonprofit that works to increase the representation of women lawyers on corporate boards. Nearly 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

Nearly 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.

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