

Haynes Boone Partners Angela Grant and Tom Chen Recognized in Profiles in Diversity Journal

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PRACTICES Healthcare and Life Sciences, Intellectual Property, Patents, Patent Prosecution and Counseling, Patent Litigation, Intellectual Property Litigation

Haynes Boone Partners [Tom Chen](#) and [Angela Grant](#) were both included in [Profiles in Diversity Journal's 25th edition](#), Tom in Asian Leadership International and Angela in Women Worth Watching in STEM.

Profiles in Diversity Journal Asian Leadership section recognizes Asian leaders who have “blazed new trails, welcomed challenges, mentored others, advanced diversity and inclusion in the workplace and the community, and excelled in their chosen fields.”

Below is an excerpt of Tom’s profile:

The challenges I faced growing up in Orange County, California in the 1970s have informed my approach to leadership. I was one of a handful of Asian Americans in my high school class of 1,600 students and faced persistent prejudice. Beginning in college at UCLA and later as a practicing lawyer, I benefited from a strong community and from mentors who helped me find my voice and become comfortable with my identity. In particular, early in my legal career, I was fortunate to have a white male and an Asian male as mentors, both of whom were very influential within the firm. They taught me legal skills and soft skills about how to interact with clients, lawyers and staff.

As co-chair of Haynes Boone’s Attorney DEI Committee and as a member of the firm’s executive committee, I strive to ensure that the firm takes an intentional approach to helping the next generation of Asian American lawyers succeed. A starting point is to understand the particular strengths of each diverse associate on your team: Are they excellent writers, brilliant conversationalists, fantastic analysts? It is equally vital to take into consideration what each diverse lawyer wants from their career, as some do not want the standard path to partnership and management. The next step is to equip mentees with the tools and professional opportunities that will allow them to capitalize on their strengths — and achieve their career objectives.

Read Tom’s full profile on [page 29](#).

Profiles in Diversity Journal’s Women Worth Watching in STEM are selected based on “contributions, leadership, mentoring, and professional achievements in science, technology, engineering, or mathematics.”

Below is an excerpt of Angela’s responses to questions asked by *Profiles in Diversity Journal*:

What can be done to increase diversity in STEM fields?

Increasing diversity in STEM starts by increasing early educational (e.g., K-12) STEM programs. This early education and exposure would help to ensure that all students have access to a STEM education and mentors who can further guide and cultivate their STEM aspirations. These programs should focus not only on STEM education, but also provide access to diverse mentors in

various STEM fields. Diverse mentorship can strengthen diverse students' interests and provide them with a sense of belonging. Under-resourced communities should consider private-public partnerships to jump-start these programs.

What barriers do you see to closing the gender gap in STEM?

One of the largest barriers to closing the gender gap in STEM is the continued gender bias, not only in early education but throughout undergraduate and graduate-level education. Gender stereotypes continue to play a role in the early departure of girls and young women from STEM fields in educational settings, making it much harder to attain advanced STEM degrees or pursue a career in STEM. Furthermore, a lack of female mentors can consciously or unconsciously dissuade women from pursuing a career in STEM. There is a need for females at all educational stages and in the work force.

Read Angela's full profile on [page 66](#).