

SAN DIEGO BUSINESS JOURNAL **BUSINESS WOMEN** of the year awards 2022 **WINNERS**



MARY WALSHOK
Associate Vice Chancellor and
Dean of the Division of Extended Studies (retired)
UC San Diego



CAROLINA BRAVO-KARIMI
Managing Partner
Wilson Turner Kosmo



DANIELLE CARPENTER
CFO & COO
Xceptional



DENISE (DEEDEE) DEMAN
Founder, Chairman & CEO
Bench International



VIRIDIANA DIAZ
Vice President of Student Affairs
California State University
San Marcos



SHAWNDA DORANTES
Founder
Beauty Lounge Medical
Spa



TANYA DUGGAN
Director of Communications
and Government Relations
Rincon Band of Luiseno
Indians



KELLY FEUILLET
Controller
San Diego
Foundation



SARAH HASSAINE
Global Director of
Diversity & Inclusion
ResMed



CLAUDIA IBARRA
Chief Operating Officer
DermTech



JULI MORAN
Managing Director &
Office Managing Partner
Deloitte



LISA ORDÓÑEZ, PH.D.
Dean
Rady School of Management,
UC San Diego



NANCY L. SASAKI
President & CEO
United Way of
San Diego County



ALEXIS VOLEN
Chief Operating Officer
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 of the year awards 2022

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KAREN BASBAUM
MICHELLE BELL
FARIDEH BISCHOFF
GAYLE M. BLATT
BRENDA BOCK
BROOKE BOONE KELLY
CAROLINA BRAVO-KARIMI
KATE BRODERICK
DANYEL BROOKS
LOXLEY BROWNE
SHEILAH BUACK-SHELTON
BRANDY BULLEN
KELLI BURGER
INNESA BURROLA
AMY BUTLER
SASHA CALDER
KRISTY CARBAJAL
DANIELLE CARPENTER
KATHLEEN CASHMAN-KRAMER
JAIME D. CHOI, PH.D.
ARIANA COGLAN
JILL COLLINS
MEGAN COMER
JULIET CORRENTI
ERICKA CRAWFORD
ANNA CROWE
ARIKA DANIELS
JANA DE ANDA
SUSANNE DE LA FLOR
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NICOLE DEVINE
VIRIDIANA DIAZ
MARITZA DIAZ
JANICE DOAN
SHAWNDA DORANTES
TANYA DUGGAN
LINDSAY DUNLAP
DURANA ELMI
PAM FERRIS
KELLY FEUILLET
KIMBERLY FISCHER
LAURIE FISHER
LINDSEY FISKE THOMPSON

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STEFFI GASCÓN HAFEN
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JODIE GRENIER
SARAH HASSAINE
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ANGELA HUSKEY
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MICHELLE L. JACKO, ESQ.
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NICOLE KILAR
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KIMBERLY KING
ERIKA KOHLER
VICTORIA LAKERS
MONIQUE LASHBROOK
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NATALIE MARTINEZ
CATHERINE MATTICE
CATHERINE MCCULLOUGH
ELIZABETH MCKEWON
TRICIA MERCER
TRACI MIZOGUCHI
SHAWNNAH MONTERREY
PATRICIA MOONEY
JULI MORAN
DAWNE MORRIS

ILO NEUKAM
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DUYEN NGUYEN
LISA ORDÓÑEZ, PH.D.
SAMANTHA PANTAZOPOULOS
MELISSA PARVIS
LISA PETERSON
CHERI PIERRE
JAMIE PLEMONS
LUCY POSTINS
DIANE POWERS
DR. TAMMI RANALLI
SALLY REDDY
CLAUDIA REMPEL
AMY RICHARDS
NIKKI RIVERS
JULIE ROLAND
MIA ROSEBERRY
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ANDREA STEINBRENNER
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SEMA ZAVULUNOVA
KAT ZORKO

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WINNER

Bravo-Karimi Leads Law Firm's Emphasis on Diversity

ATTORNEYS: Wilson Turner Kosmo Achieved 80% Women or Minority Staff

■ By RAY HUARD

As the head of one of Southern California's largest law firms owned by women, **Carolina Bravo-Karimi** has been hailed as a catalyst for change in helping businesses harness the power of diversity in her role as managing partner of **Wilson Turner Kosmo**.

She did that at Wilson Turner Kosmo in leading the firm's commitment to diversity as it hired 17 lawyers and a human resources director of diversity.

More than 60% of the firm's partners are women, women account for nearly 80% of the firm's lawyers, and 45% of the firm's lawyers are minorities.

In all, more than 80% of the firm's staff are women or minorities.

Bravo-Karimi was named by the **San Diego Business Journal** as Business Woman of the Year for a private medium-sized company.

In nominating Bravo-Karimi for the honor, her colleagues wrote that she is "a dynamic litigator" and a sought-after expert in equity and inclusion.

"Carolina advocates for more diverse, equitable and inclusive workplaces and advises businesses, decision makers, and employees on how to achieve them," her colleagues wrote. "She is a leader in law, business and society who is shaping dialogue on diversity and unconscious bias to build workplaces free from harassment, discrimination and micro-aggressions."

Impressive Resume of Involvement

A graduate of **Harvard University** with a bachelor's degree in government and Spanish, Bravo-Karimi earned a master's degree in gender studies from the **London School of Economics and Political Science**.

Medium Company, Private



Carolina Bravo-Karimi

She earned her law degree from the **University of San Diego (USD)**.

Bravo-Karimi joined Wilson Turner Kosmo as an associate in June 2012, became a partner in January 2018 and was the firm's first Latina partner. She was named managing partner in December 2021.

She serves on the **Fleet Science Center's** Board of

Trustees and is co-chair of the Trustee Affairs Committee.

Bravo-Karimi also is president of USD's **San Diego School of Law's** Alumni Board, co-chair of Just the Beginning's Steering Committee, and a board member and past president of the **Federal Bar Association's** San Diego Chapter, deputy of San Diego's **Hispanic National Bar Association**, a faculty advisor of USD's Executive Moot Court Board, and a faculty member of the **National Institute of Trial Attorney's** trial program.

Bravo-Karimi received the **San Diego County Bar Association's** Service to Diversity award; was named to Profiles in Diversity Journal's Latino Leaders Worth Watching Award; and was honored by **San Diego Lawyers-Super Lawyer**.

At Wilson Turner Kosmo, maintains the firm's more than 10-year partnership with the San Diego Bar Association and the **Association of Corporate Counsel's** San Diego Diversity Fellowship Program.

Pioneering Program

Bravo-Karimi has started the firm's pioneering Diversity, Equity & Inclusion (DE&I) practice group to work with industry-leading global organizations and educational institutions on large-scale projects that promote workplace cohesion, attract and retain talent, create business opportunities, increase diversity data transparency and reduce legal risk.

"Our firm was built upon DE&I because it was built by people, women predominantly, who wanted to integrate their outside lives with their professional lives," Bravo-Karimi said. "That is what diversity and inclusion is all about. It's the idea that we show up to work as full and complete individuals and want our workplace to recognize the full extent of who we are and what our identity is."

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