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Heather N. Wyckoff focuses her practice on advising private investment funds and has provided comprehensive legal services to institutional and emerging asset managers, proprietary trading firms, family offices and financial institutions on a wide range of issues. She forms private equity funds (including private credit and real estate funds), hybrid funds, hedge funds and managed account platforms, among others, and provides regulatory advice to investment managers. Heather has extensive experience representing funds and advisers who employ a wide range of investment strategies across all asset classes. She also represents fund managers and institutional investors in connection with the negotiation of seed deals, co-investment vehicles, “funds of one,” and other strategic relationships.

### **How are you personally supporting Gender Equality Today for Sustainable Tomorrow?**

I devote a significant portion of my professional time as a member of the firm’s Diversity, Equity and Inclusion Committee to a variety of initiatives to recruit, retain, and promote women in the firm. I’m also focused on the firm’s pipeline of diverse talent as a member of its Recruiting Committee. Additionally, I serve as a mentor and sponsor to the women on my team.

### **What can companies do to increase the representation of women in finance?**

Involve more people in all levels of your organization in the conversations about diversity and inclusion.

### **What policies and/or benefits can companies put in place to better support their women employees?**

Flexibility to work from home makes such a big difference for women with children. As a working mother, what I needed – especially when my children were little (when I started at my current firm all four of them were under 2 ½ years old) – was not to work a reduced amount of hours, but an understanding from the people I worked with that I would handle my matters effectively even if I needed to push my day into the earlier morning or later evening to do so.

### **Is there anything else you’d like to add about how we can all work to make the finance industry more diverse, equitable, and inclusive?**

I think companies often center conversations around diversity and inclusion around the business rationales for these initiatives. This is a missed opportunity to underscore a more general principle that companies should be giving all of their talent an equal chance to succeed and thrive at work.

### **Where is your favorite vacation spot?**

With four little kids, it has to be somewhere easy to get to! These days it’s Montauk – love sitting on the beach while my kids play in the sand.

### **What is your favorite out-of-office activity?**

Tennis