



Phyllis Wan

Chief Diversity and Inclusion Officer

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Phyllis utilizes 20+ years of experience in diversity, equity, and inclusion to advance the firm's strategic mission and goals.

EDUCATION

New York University School of Law, J.D.,
1991

Barnard College, B.A., 1986

BAR ADMISSIONS

Colorado
New York

With experience practicing law at an Am Law 100 firm and serving as in-house counsel for a Fortune 100 company, Phyllis brings a unique understanding of the opportunities and challenges for diverse professionals in the legal industry.

As CDIO, Phyllis is responsible for designing and driving strategic initiatives that help the firm attract, support, and promote its diverse talent. Phyllis works collaboratively with firm leaders and stakeholders to implement and advance the firm's Diversity and Inclusion Plan. Phyllis also leads efforts to enrich the firm's inclusive environment through education, networking, and engagement of professionals across the firm.

Developing creative approaches to partner with firm clients, local business and legal communities, and law schools to deepen diversity initiatives is also her priority as CDIO.

Before joining Holland & Hart, Phyllis was the Interim Executive Director of the Center for Legal Inclusiveness (CLI), where she increased board and membership engagement, redeveloped its strategic goals and organizational structure, and enhanced collaboration within the legal and business community.

Phyllis was a partner for 17 years in the Technology, Media & Telecommunications group at Hogan Lovells US LLP, where she also served as its U.S. Deputy, then Chief Diversity Officer for eight years. She then joined as Charter Communications as Vice President of Law-Programming and Chief Broadcast Attorney.

RECOGNITION

- Colorado Lawyers Committee, Outstanding Sustained Contribution Award (2024)
- Center for Legal Inclusiveness, Inclusiveness@Work Award, Individual category (2023)
- Colorado Lawyers Committee, Team of the Year, Hate Crimes Education Task Force (2021)
- Diversity & Flexibility Alliance, Flex Success Award (2017)
- MultiChannel News, Nine Attorneys to Know (2015)

- Law Week Colorado, Top Woman Lawyer (2010)
- NYU Black, Latino Asian Pacific American Law Alumni Association, Distinguished Service Award (2007)
- Denver Business Journal, Forty Under 40 (2003)

PROFESSIONAL AND CIVIC AFFILIATIONS

- Center for Legal Inclusiveness, Board Chair Emerita & Gala Committee Co-Chair
- CBA | CJI Diversity on the Bench Coalition, Steering Committee Member
- Denver Law Firm Coalition for Racial Equity, Steering Committee Member
- Colorado Lawyers Committee, Co-Chair, Hate Crimes Education Task Force
- Women in Law Empowerment Forum, past Board Member
- T. Howard Foundation, past Board Member