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**WOMEN IN
INVESTIGATIONS**

2021



LILA ACHARYA

PARTNER | CRAWFORD & ACHARYA

Technology in the document review space has really been a game changer since I started as litigator 15 years ago, and quite frankly makes it possible for a firm our size to be able to handle significant reviews without needing an army of junior associates. I recently was able to use a translation software plug-in for a foreign language review that was shockingly accurate, which resulted in very few documents having to be sent for formal translation. This is both more efficient for us as lawyers and far more cost-effective for clients.

While I fondly look back at the face-paced and exciting times when I worked as a state prosecutor, taking the jump to start my own practice with Angela Crawford has really been the professional highlight of my career to date. Like most lawyers, I tend to be risk-averse, so the idea of leaving behind a stable career as an in-house anti-corruption attorney to build something from scratch was terrifying. But the actual process of building and growing our practice has been so rewarding. I can honestly say that I really enjoy what I do, and I am so proud to have my name attached to this firm.



As a small boutique firm, we tend to have very close relationships with our clients. Having that connection and really feeling like my work is both useful and impactful on a client's organisation gets me out of bed in the morning.

Without question, launching our practice about two weeks before the initial covid lockdown presented the most significant challenge personally and professionally for me. Persisting through the uncertainty was difficult on so many levels – but I am so grateful for the support that friends and colleagues gave me, assuring me to just hang in there while the world worked out how to function in a pandemic.

I hate to state the obvious but conducting meetings remotely by video conference saves so much time and money that there is no question in my mind that the days of hopping on a flight for a meeting and returning the same day will no longer be a frequent occurrence. That said, I really am looking forward to being able to sit in a room with clients, to conduct trainings and workshops in person, and even just meet people for coffee. The social aspect of professional relationships is important to all our well-being!

To improve diversity in investigations be intentional about who you hire, both internally and as outside counsel, and look beyond the usual suspects. In 2021, there are so many incredibly talented, diverse lawyers practicing at boutique firms, and we are not that hard to find! In addition, look at the boards you are serving on, the panels and conferences you are invited to speak at – are the members and speakers diverse? If not, speak up – there is no shortage of talented lawyers from under-represented groups that are more than qualified to participate.

The role of regulators outside the US in investigating corporate misconduct, including bribery and corruption, will undoubtedly continue to expand in the next five years. While clients have historically been counselled to worry about the SEC and the DOJ, this view really should be expanded moving forward.