

Fox Rothschild Podcast

Legally EmpowHERed Podcast

Teaser Episode

Featuring Partner Sahara Pynes with Gray I. Mateo-Harris, Nancy Yaffe and Tamar R. Gubins

Sahara Pynes: With the global rate of female entrepreneurship and female investors increasing at such a rapid pace, women continue to make impressive strides in business. Women power economies around the world, and increasingly drive creation and innovation in the commercial sector.

But that doesn't mean it's easy. Women continue to face roadblocks to starting and leading businesses. From funding challenges, to getting access to the right tools to grow and manage a business, to struggling to find the right brand strategy, there are many challenges along the way for the female boss. I'm Sahara Pynes, host of Legally EmpowHERed—a podcast where we share advice and insight we'd give to our best friend on growing her business.

Tamar R. Gubins: It's really common for people to start building businesses before they create a legal entity for that business. When you first start a company, you're really concerned about costs and you're really focused on just getting it up and running. You do not have the time, or energy, or resources to pay lawyers and file paperwork and pay fees associates with forming a new business. So, it is perfectly understandable that that's how you started your business.

Sahara Pynes: Studies show that women benefit from collaboration over competition, and that women who support women are more successful in business. I'm a firm believe that while one woman alone has power, it's in the collective form—in raising each other up and channeling the power of collaboration—that will make the most resounding impact.

Gray I. Mateo-Harris: It's really a more complex look at the traditional diversity focus, and I think it is one of the most exciting things to come out of all the social upheaval. This real interest of companies of all different sizes in having a reckoning with their past, their hiring practices, the leadership makeup and whether it's reflective of the general population, or certainly of the communities in which they operate and serve. That's really lead to a lot more vocal and public commitment from different employers of what they want to see happen with their demographics and with their leadership. I think that's encouraging in a lot of ways. We would like to see, of course, employers continue to adhere to their public commitments. I always tell my clients, if you're not willing to put the work behind it, making the statements can often just land you in hot water later. When you're acknowledging to the public that you have work to do

and you're going to do XYZ to remedy these issues and then you don't back it up with conduct, that can also be used, and has been used, as evidence of racial animus.

Sahara Pynes: In addition to being a practicing Labor & Employment attorney, I'm also a former business owner, and I work with dozens of female attorneys at Fox Rothschild who share my passion for empowering our female clients to fiercely tackle the world of entrepreneurship.

So join us on Legally EmpowHERed for candid discussions about the issues that keep female entrepreneurs up at night.

Nancy Yaffe: I just want to say a word of caution though, I very often hear people tell me "oh, that person will never sue. They're very happy being a contractor. That's what they want to be." Then, life happens, certain things happen, or a pandemic happens, something else happens, and all of a sudden, the person who a business thought would never turn on them does. So, you got to be careful out there. Nothing is guaranteed.

Sahara Pynes: From corporate formation, to fundraising, to HR issues, IP protection and more, Legally EmpowHERed will serve as the female entrepreneurs go-to resource for creating your personal roadmap toward launching and growing a thriving business.