

How I Made Practice Group Chair: 'As a Latina With a Bicultural Background, Diversity and Inclusion Are at My Core,' Says Tania Moyron of Dentons

By Tasha Norman

Tania Moyron, Dentons, Los Angeles.

Job title: Chair, U.S. Region Restructuring, Insolvency and Bankruptcy Group.

Practice area: Restructuring, insolvency and bankruptcy.

Law school and year of graduation: University of the Pacific, McGeorge School of Law, 2004.

How long have you been at the firm? I started with Dentons in early 2017 and became a partner in 2019. I was promoted to chair of Dentons' restructuring, insolvency and bankruptcy practice this year, 2022.

What do you think was the deciding point for the firm to promote you to your current role? In five years at Dentons, I've had the opportunity to lead major out-of-court workouts and Chapter 11 cases with multidisciplinary teams across the firm, which resulted in successful outcomes and groundbreaking law. These efforts were recognized by leadership.

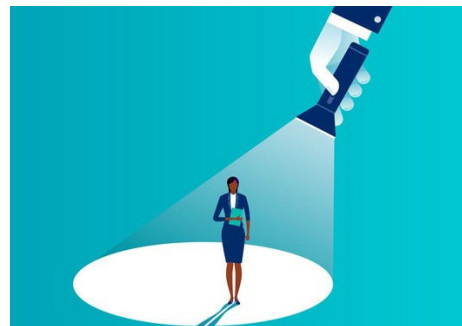
Do you think it was your performance on a specific case? My role in leading Verity Health System of California Inc. and 16 related entities (collectively, "Verity"), including six acute care operating hospitals, in their Chapter 11 cases was notable and, I believe, influenced the decision to name me chair of the firm's Restructuring, Insolvency and Bankruptcy Group. Verity was the second-largest hospital bankruptcy case in American history with more than \$1.4 billion of debt.

Do you think it was a personality trait? It's a hard question to answer, since I did not make the decision, but

I'm certain it involved a recognition of my drive, intellect and ability to employ solid judgment in a crisis.

What's the key to successful business development, in your opinion? Persistent networking and continued visibility in the market through various channels, whether it be involvement in cases, attending conferences, publishing articles or speaking at industry events.

Who had the greatest influence in your career that helped propel you to your current role? Sam Maizel, chair of Dentons' distressed health care practice, has played an important role in my time at Dentons. Not only is Sam an exceptional lawyer who has been my ally, he's not afraid to direct the spotlight on me and other women and diverse lawyers.



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Knowing what you know now, what advice would you give to your younger self? I would advise myself that there are multiple pathways to success and to trust my judgment, even when it means making choices that don't look like everyone else's choices.



Tania Moyron, Dentons. (Courtesy photo)

What three words would you use to describe your work mindset?

- Determined
- Optimistic
- Hard-working.

If you participate in firm or office initiatives, please mention the initiatives you are working on as well as the impact you hope to achieve. As a Latina with a bicultural background, diversity and inclusion are at my core. I am active in Dentons' Practice Group Diversity Partners Initiative, which is focused on inclusive hiring, development, advancement and retention of our women and diverse lawyers. Through my role, I am focused on building inclusive and diverse teams and ensuring we are considering, interviewing and hiring diverse candidates.