

Company Name: The Norton Law Firm PC **Industry:** Legal **Company CEO:** Co-founders are Fred Norton and Bree Hann **Company Headquarters Location:** Oakland, CA

Company Headquarters Location: Oakland, CA **Number of Employees:** 25





Esther Kim Chang, Partner

Education: JD, The George Washington University Law School; MS, Chemistry, University of California, Berkeley; BS, Chemistry, Massachusetts Institute of Technology

Words you live by: 1% better everyday

Personal Philosophy? Make the most of every opportunity.

What book are you reading? Atomic Habits by James Clear and The Next Conversation by Jefferson Fisher

What was your first job? MIT Tour Guide

Family: My mother was widowed when I was in high school. She raised me and my two siblings in rural Alabama with her broken English, working minimum-wage jobs. I owe my success to my mother's sacrifice.

How is the world changing with respect to STEAM?

Cross-disciplinary applications are becoming more valuable than ever. There's growing recognition that diverse skill sets and non-linear career paths often produce the most innovative solutions. The traditional model of staying in one field is giving way to professionals who can bridge multiple disciplines and bring unique perspectives to complex problems.

Artificial intelligence is fundamentally reshaping how we approach problems across all STEAM fields. Rather than replacing human expertise, AI is augmenting our capabilities and creating new opportunities for those who can adapt and integrate these tools effectively. The ability to learn and master new technologies something that STEAM training develops—is becoming essential for staying relevant in any field.

What can be done to move women forward in STEAM?

Organizations need to create supportive networks not just in personal life but also at work. Flexible work structures that allow high-level performance while accommodating family responsibilities can help retain talented women in STEAM careers.

Describe your experiences as a woman in a STEAM career.

My journey started with a bachelor's degree in chemistry from MIT. I then pursued a graduate degree in chemistry at UC Berkeley. Midway through the program, I decided to pivot to working in quantitative finance for several years before deciding to go to law school.

I have been able to use the analytical thinking and problem-solving skills I gained from chemistry and quantitative finance in other areas—not just in those fields. When working on complex patent cases, the confidence in my ability to learn new, difficult things and understand technical concepts gave me a significant edge.

Trust your instincts about when to pivot. There is not one single path to a successful career and a good life. Don't be afraid to make strategic moves to better align career goals and life priorities. Be strategic about your time and the projects you choose. Build authentic relationships and find champions to support you. It's okay to redefine success on your own terms and to do what's right for you at each stage of your life.

