

SHEARMAN & STERLING

WOMEN'S INITIATIVES

OVERVIEW

We are committed to advancing the development of the talented women in our firm – women hold significant leadership positions at Shearman & Sterling, serving as practice group leaders and policy committee members.

Promoting gender diversity has always been a priority for us, leading to the establishment of several women-oriented initiatives over the years. Some of these, like the Twitter feed @ShearmanWomen, are among the first-in-kind for the legal industry. We believe that investing in these initiatives foster new and strengthened relationships with our colleagues, clients, alumni and other professional women. These ventures allow us to create an inclusive culture that offers a genuinely collaborative work environment.

The women-oriented initiatives we've launched provide opportunities for professional development and to build strong relationships internally as well as with the larger legal and business communities. Programs like WISER (the Women's Initiative for Success, Excellence and Retention) offer our associates a network that works to hire and develop women lawyers, and – equally as important – retain them as they advance in their careers.

Ultimately, our clients benefit from the way we approach their needs. Our inclusive teams provide broader perspectives that can offer unique ways of looking at the issues, which contribute to our goal of providing outstanding client solutions.

CONNECT WITH US

In 2013, we launched @ShearmanWomen, one of the first law firm social media platforms dedicated solely to women in law and business. We use this Twitter account to regularly broadcast live tweets from seminars and other programs, as well as topics of broad interest to women in law and business.

DEVELOPING TALENTED WOMEN

We emphasize our commitment to the women's legal and business communities through a number of initiatives that promote the development of talented women. We especially value those programs that cultivate new and stronger relationships with our clients, colleagues, alumni and other professional women. These initiatives also allow us to enhance our professional development offerings, which bolster opportunities for our women lawyers.

- **WISER** (Women's Initiative for Success, Excellence and Retention) is our associate-led women's network that emphasizes mentorship, professional development, and awareness for lawyers across offices and practice groups. We offer this program in our US offices and in London; in Asia, WISER serves to connect our offices in the region with a platform that fosters an open exchange of ideas.
- All of our women employees in the Americas receive membership benefits for **Ellevate**, the global women's network led by Wall Street veteran Sallie Krawcheck. Our relationship with Ellevate creates opportunities for employees to

network with other women business leaders around the world, develop cross-industry networks, strengthen business relationships and build additional skill sets.

- **WILEF** (Women In Law Empowerment Forum) is a member-organization that is dedicated to advancing women in law firms and corporate legal departments.
- We are a Platform Partner of **Lean In**, an initiative launched by Facebook COO Sheryl Sandberg emphasizing empowerment and equality for women. Lean In events and “Education Circle” meetings are held in offices around the globe to raise awareness, encourage participation and foster inclusion throughout the firm, as well as the greater legal and business communities.
- We are founding sponsors of **The Glass Hammer**, an online community designed for women executives in financial services, law and business.
- In the UK, we are signatories to **Think, Act, Report**, a campaign that supports workplace gender equality.

IN THE COMMUNITY >

Recognizing the need that low-income women and women-oriented organizations have for access to legal services, we offer pro bono services to groups whose mission is to defend women’s rights, across the globe. We also partner with service organizations that are focused on empowering women and girls in their communities.

Women Advancing Microfinance International — a global network of and for the advancement of individual women in the microfinance industry.

Urgent Action Fund for Women’s Human Rights — a global women’s fund that protects, strengthens and sustains women’s human rights.

Muslim Women’s Institute for Research and Development — a community service organization, committed to working for the needs of new immigrants.

Her Justice (formerly inMotion) — provides free legal help in family law, divorce and immigration to low-income women living in New York City.

Sanctuary for Families — is dedicated exclusively to serving domestic violence victims, sex trafficking victims, and their children.

MFY Legal Services — provides free legal assistance to New York City residents, prioritizing vulnerable and under-served populations and working to end the root causes of inequities.

Dress for Success — an international non-profit organization that promotes the economic independence of disadvantaged women.

Grace Institute — a non-profit organization that provides tuition-free career training and job placement services to economically disadvantaged women throughout New York City.

Girls on the Run (GOTR) — a local non-profit organization that organizes "running clubs" at public schools for girls ages 8-13 to encourage healthy living habits and positive self-esteem in young girls.

Girl Rising — a global campaign for girls’ education and empowerment with a groundbreaking documentary film at its center

Free to Run – founded by a Shearman alumna, their mission is to use running, physical fitness and outdoor adventure to empower and educate women and girls who have been affected by conflict

Refuge – UK charity supporting victims of domestic violence through a range of services, including refuges, independent advocacy, community outreach and culturally specific services

G.O.A.L.S – nonprofit providing low income women with culturally competent counseling services

Lower Eastside Girls Club – nonprofit in lower Manhattan dedicated to the advancement of girls, and the neighborhood at large

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