

+ INCLUSION & SUCCESS

At Shearman & Sterling, we are committed to fostering an environment that attracts, develops and inspires women and diverse business leaders. We believe that by providing opportunities for every individual to thrive, we create an environment where people feel valued, engaged and eager to contribute to the success of our business and the business of our clients. To sustain our efforts, we continually seek to find the best ways to chart new directions to advance our diversity and inclusion goals.

Our strategy has been, and continues to be, to reinforce and promote our global diversity and inclusion initiatives through strong leadership, words, and actions. We encourage our lawyers and business services professionals to bring their diverse backgrounds – of different cultures, ethnicities, orientations, experiences, beliefs, and more – to Shearman & Sterling and to leverage their unique viewpoints to help tackle the most sophisticated legal matters.

- + **2019–2020 Mansfield Certification for affirmatively considering at least 30 percent women and diverse lawyers for recruiting, leadership and governance roles**
- + **Annual recognition since 2009 by the Human Rights Campaign with a 100% rating on its Corporate Equality Index (for inclusive LGBTQ policies and practices)**
- + **Vault top 25 best law firms for diversity based on our associates' assessment of how well the firm creates, maintains and fosters a diverse workforce (2019)**
- + **Annual recognition in the American Lawyer's list of top firms for diversity (2011–2019)**
- + **Law 360 2019 recognition "best law firms for minority attorneys" and "best law firms for minority equity partners"**
- + **Recognition by Latinvex as a standout firm for having five attorneys ranked among Latin America's top 100 female lawyers (2014–2019)**
- + **2019 Excellence in Diversity & Inclusion award from HR In Law (UK)**

+ RECENT HIGHLIGHTS

It is time for renewed dialogue and action, and an enhanced commitment to refocus our efforts. We are working to expand upon our existing programs and have introduced a number of new initiatives to deliver further change within our firm and wider communities and we are incredibly proud of the collective action we took as a firm.

A few recent highlights include:

- Participating in the Black Lawyers Matter program, in partnership with a firm client and the National Bar Association, giving opportunities for Black law students to partake in a paid, virtual internship with the firm and provides real-world exposure to the legal profession, formal training, and invaluable networking and mentoring opportunities. Interns of this program were offered and accepted participation in our summer associate program.
- Hosting our inaugural Global D&I Inclusion Network Conference where nearly 400 people participated and attended.
- Partnering with firm clients to scale impactful mentorship programs for diverse associates to retain and develop talent.
- Committing to further advancing women and diverse professionals at the firm commemorated by our Mansfield Certification.
- Introducing *Inform to Transform*, a quarterly anti-bias training series that brings awareness to biases –both unconscious and conscious – and provides actionable steps to mitigate them.
- Creating our latest inclusion network, BE SEEN (Black Employees at Shearman for Equity, Empowerment and Networking), comprised of highly motivated Black business services professionals, who seek to enhance the firm's efforts in attracting, developing and retaining Black professionals and work to create an inclusive and equitable workplace.
- Expanding our diversity recruitment efforts to hire diverse and best talent by recruiting at a broader range of schools, including law schools at historically Black universities, and we use interviewing practices, such as behavioral and team interviewing that includes diverse team members whenever possible, to help reduce bias in hiring.
- Facilitating monthly open forums so that our lawyers and business services colleagues have a safe space to share their lived experiences and support one another, increasing active engagement in allyship and promoting a culture of empathy.

+ OUR MISSION

WE ARE ALL SHEARMAN & STERLING.

As a global law firm, diversity and inclusion are part of our fabric, interwoven in who we are and all we do. We are committed to attracting, retaining and developing the best and most diverse talent from around the globe to serve our clients with the insights, judgment and excellence that they expect from us. We know that the continued success of our firm, our people and our clients are inextricably bound, and require that we reflect the variety of perspectives and backgrounds represented in our ever more interdependent world.

At Shearman & Sterling, our Diversity & Inclusion Goals are data-driven and derived from a comprehensive inclusion diagnostic.

Our diversity & inclusion goals are to:

- Advance a culture of collaboration and inclusion;
- Promote success for all lawyers and business services staff;
- Build a diverse workforce and partner pipeline for the future; and
- Continue track record of excellence in serving clients.

+ OUR INCLUSION NETWORKS

Our Global D&I Task Force works with firm leadership and our associate-led inclusion networks to design and implement diversity and inclusion initiatives that promote awareness and education and foster open conversations on diversity matters, including recruitment, advancement and professional development, both within the firm and in the greater legal and business communities. Formed voluntarily and open to all associates and counsel who wish to participate, our inclusion networks seek to share ideas on professional and business development, to offer guidance and support to members as they advance within the firm, and to build relationships with clients and external diversity organizations.

Each inclusion network has an established mission statement and a partner advisor. The inclusion networks provide a key platform for our diverse associates, counsel, and business services professionals to hone and demonstrate their leadership capabilities.

Our global Inclusion Networks include the following groups:



AACES

Asian Attorneys for Community, Empowerment and Success



Alianza

Focusing on Latin America and the Hispanic/Latinx communities



BE SEEN

Black Employees at Shearman for Equity, Empowerment and Networking



BLAQUE

Black Lawyers Aligned in the Quest for Excellence



Sterling Pride

Focusing on the LGBTQ community and their Allies



VALIANT

Veterans Association for Legal Industry-Professionals Aligned to Navigate Together



WISER

Women's Initiative for Success, Excellence, and Retention

For more information

To learn more about our diversity initiatives at Shearman & Sterling, please visit www.shearman.com/community/diversity-and-inclusion

+ Women's Initiatives

Shearman & Sterling proudly participates in a number of initiatives that promote the development of talented women throughout our firm and community. These initiatives foster new and strengthened relationships with our colleagues, clients, alumni and other professional women, while ultimately enhancing the exceptional client service for which we are known.



WOMEN PARTNERS ShearmanWomen provides our women lawyers with the opportunities and support needed to advance professionally.



WISER (THE WOMEN'S INITIATIVE FOR SUCCESS, EXCELLENCE AND RETENTION) is an associate-led inclusion network that supports and advances our commitment to hiring, retaining, developing and promoting women lawyers at the firm. WISER emphasizes mentoring, professional development, networking and relationship-building among partners and women lawyers both within the firm and in the greater legal community.



@SHEARMANWOMEN Among the first social media platforms in the law firm community focused on women in law and business, @ShearmanWomen regularly tweets on topics of broad interest to professional women, including live tweets from seminars and other programs. Our ShearmanWomen LinkedIn page provides content of interest, including the achievements of our talented lawyers.



MANSFIELD CERTIFIED We have achieved Mansfield Certification after completing the Mansfield Rule 3.0 certification program. Now entering its fourth iteration, the Mansfield Rule Certification measures whether law firms have affirmatively considered at least 30 percent women and diverse lawyers for recruiting, leadership and governance roles.



ELLEVATE Our membership in Ellevate, the global women's organization led by Wall Street veteran Sallie Krawcheck, enables the firm's female lawyers and business services personnel in the Americas to benefit from the organization's vast networking opportunities.



WILEF We are a steadfast supporter and member of WILEF (Women in Law Empowerment Forum), a premier organization dedicated to the advancement of women in law firms and corporate departments. In 2018, we received our fourth Gold Standard Certification from WILEF.
