

+ Our Mission

Our Diversity & Inclusion Goals are data-driven and derived from a comprehensive inclusion diagnostic. Our 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.

+ Recent Firm Awards & Accolades

We are proud to be acknowledged for our efforts as a leading law firm in developing a more inclusive and open workplace. Select recent industry recognition and awards include:

- **Mansfield 4.0 Certification (2019 – 2022)** – We received certification, for affirmatively considering at least 30 percent women and diverse lawyers for recruiting, leadership and governance roles. In 2021 and 2022, we received PLUS certification, which states that in addition to meeting the basic certification, the firm also achieved at least 30% diversity for those who have ultimately been appointed to various strategic leadership positions, partner promotions, participated in formal pitch meetings and staffed on matters from client pitches.
- **Corporate Equality Index (Human Rights Campaign) (2009 – 2021)** – We have achieved a score of 100% for the 13th consecutive year on this U.S. national benchmarking survey and report on corporate policies and practices related to LGBTQ workplace equality.
- **U.K. Stonewall LGBT+ Equality Index (2011 – 2022)** – We have been ranked in the top 25 law firms for LGBT+ equality for the 11th consecutive year.
- **Ranked Among Top U.S. Law Firms for Diversity (2019 – 2022)** – We were listed among the top 20 law firms for diversity in the 2022 Vault Rankings, including:
 - No. 11 ranking for Overall Diversity in the U.S.
 - No. 12 for Diversity for Individuals with Disabilities
 - No. 14 for both Racial and Ethnic Diversity and Diversity for LGBTQ+ Individuals
 - No. 23 in the Diversity for Women category.
- **General Counsel for Diversity & Inclusion Initiative (2021)** – We were appointed as one of the lead partners on the General Counsel for Diversity & Inclusion Initiative (GCD&I) which aims to achieve greater equity, diversity and inclusion across the legal sector.
- **'Best Early Talent Recruitment Campaign' at the People in Law Awards (2022)** – We for our work in collaboration with BLAQUE for recruiting, retaining & advancing Black lawyers at the Firm, including our successful B.U.I.L.D internship and ethnicity data benchmarking projects.
- **Law.com International's The Top Firms For LGBTQ+ Representation (2022)** – We ranked among the top 5 firms with the most LGBTQ+ lawyers in the UK, and among the top 3 with the most LGBTQ+ partners.
- **Asian Diversity Initiative of the Year (2021)** – We won this award for our Women Partner/Associate Mentoring Circles at The Asia Legal Awards 2021.

+ Industry Recognition Awards

- Partner **Samuel Ogunlaja** was listed by **Law360** as a **Rising Star for 2022**.
- Partner **Renad Younes** was named in **IFLR 1000's Women Leaders 2022** list of "highly regarded" lawyers worldwide. She was also listed in the **"Hall of Fame" for UAE Oil, Gas and Natural Resources by Legal 500 EMEA 2022**.
- Partner **Clare O'Brien** was recognized by **The Deal** as a **Top Women in Dealmaking for 2022**.
- Partners **Sara Raisner** and **Rachel Mossman** were included in **Benchmark Litigation** for the **2022 "40 & Under List."**
- Partner **Agnes Dunogué** was listed among the **"Top 250 Women in Litigation"** by **Benchmark Litigation**.

+ Key Global D&I Initiatives

Some of our recent global D&I initiatives include:

- **Inform to Transform:** As part of the Firm's goal to foster inclusion and belonging, we introduced *Inform to Transform*, a quarterly anti-bias training session that brings awareness to biases – both unconscious and conscious – and provide actionable steps to mitigate them. *Inform to Transform* features experts who educate us on a variety of perspectives. This series reached 509 participants, including 160 clients and alumni raising awareness in our workplace and across multiple industries.
- **Women Mentoring Circles:** These mentoring circles create connections between practices, offices and seniorities throughout the firm – and give our women associate participants the opportunity to self-select a mentoring circle based on a variety of elements.
- **Open Forums:** These forum discussions enable 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. Over 120 employees participated across 2021, connecting on topics such as allyship, anti-bias and mental health.

+ Global Partner Organizations

[L] LEADERSHIP

LGBT+ business organization that provides events, research, advocacy, and talent development opportunities for LGBT+ and ally professionals.

WOMEN'S FORUM FOR THE ECONOMY & SOCIETY

Leading international platform for transforming the power of women's voices and perspectives into forward-thinking economic and policy initiatives for societal change.

ellevate INVEST IN WOMEN

Leading international platform for transforming the power of women's voices and perspectives into forward-thinking economic and policy initiatives for societal change.
