



DIVERSITY & INCLUSION ATTORNEY NETWORK (DIAN)



DIAN is the firmwide affinity group for attorneys of color. We serve as a voice to firm leadership on DE&I issues and provide opportunities for our members to create meaningful connections. We promote the development of our members at all levels of their careers and support their progression in external DE&I organizations and bar associations.

Meet Our Leadership



Lisa Harris

Partner | Labor & Employment
Orange County | New York

From the moment I attended my first diversity retreat, I recognized Sheppard Mullin's unwavering commitment to diversity, equity and inclusion. Through its DE&I efforts the firm has fostered a culture of belonging for attorneys of all backgrounds. I am proud of what we have accomplished and am honored to be a part of our ongoing DE&I journey.



Yvette Mabbun

Partner | Real Estate & Land Use
Dallas

I am proud to be part of Sheppard Mullin, which has demonstrated its commitment to diversity and inclusion from the top down.



Fatema Merchant

Partner | International Trade
& Investigations | Washington, D.C.

I feel empowered by the strong community of diverse attorneys at Sheppard Mullin. With the firm's support, we continue to amplify and elevate each other to individually and collectively succeed.



Nika Palama

Associate | Corporate & Securities
Chicago

Being a part of the D&I community at Sheppard Mullin gave me a voice and a sense of purpose from the earliest stages of my career. I am proud to be part of a firm that has made clear its commitment to providing the support and opportunities necessary for its diverse attorneys to succeed.

We are more than just attorneys and professionals.

We have families, outside interests and are proud to work at a firm where we not only belong, but are celebrated.

We help recruit, retain, and promote attorneys and professionals of color.



Sponsor and Participate
in Diversity Bar Association



Host events for
students of color



Develop training programs
for young attorneys



Work with firm leadership
to mentor and promote
attorneys of color

We hold leadership positions at the firm.

- ▶ Recruiting committee chairs
- ▶ Client, geographic and industry team leaders
- ▶ Practice group leaders
- ▶ Members of governing bodies, including the Executive Committee



We support diversity programs and organizations with both financial sponsorships and partnerships with our attorney volunteers and firm leadership.



▶ USC Street Law Program (high school classroom instruction on law/legal profession)



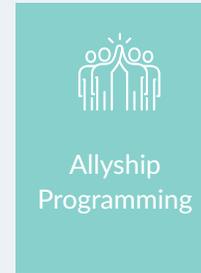
▶ Loyola Law School (LA) Young Lawyers (high school mock trial preparation)



▶ First Generation Professionals/ Law Students Programs, USC and Loyola Law School

▶ Other diversity pipeline programs and bar association/professional organization sponsorship firmwide (e.g., Black Women Lawyers, Hispanic National Bar Association, Asian Pacific American Bar Association, GLAAD, the Leadership Council for Legal Diversity, etc.) ◀

We host events on diversity issues to raise awareness and increase inclusion



Internal Awards and Recognitions

- ▶ **Dianne Baquet Smith Diversity & Inclusion Award:** Given to a Sheppard Mullin attorney who exemplifies the firm's commitment in this area
- ▶ **Bob Williams Award:** Given to a Sheppard Mullin attorney who is committed to the betterment of both the Sheppard Mullin community and the community at large

A RECOGNIZED LEADER in Diversity & Inclusion Initiatives.



Corporate Equality Index
Annual Rating of LGBTQ Workplace Benefits
100% for 11th Consecutive Year



**2021 4.0 Certification
"Plus" Status by Diversity Lab**



**Working Mother Magazine
2021 Best Law Firms for Women**



2021 Top 50 Law Firms



**The American Lawyer
2021 Diversity Scorecard
Top 100 Law Firms - #32**



**2021 Inclusion
Blueprint Champion**



**2020 Top Firms for
Gender Equity Family Friendliness — Top
Four Firms for LGBTQ+ Representation**

MCCA



**THOMAS L. SAGER
AWARD
2019 Winner**



**ChIPs 2019
Honor Roll Award**

CONNECT *with us*
today to **LEARN MORE:**

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