



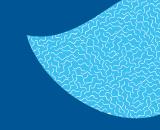






# **DIVERSITY & INCLUSION**

Diversity and inclusion (D&I) are core values of Sheppard Mullin, and we recognize their importance to our workplace, clients and profession.



# FIRM GOVERNANCE & LEADERSHIP



Women partners and partners of color make up 36% of the elected positions on our **Executive Committee** 



Women partners and partners of color make up 30% of the elected positions on our **Compensation Committee** 



Women partners, partners of color and LGBTQ+ partners make up 75% of our **Office Managing Partners** 



Women partners and partners of color make up 44% of our **Practice Group Leaders** 



One of the firm's three managing partners is a woman



Our professional management team (C-suite) is 78% women and people of color

#### **COMMUNITY AND SUPPORT ARE KEY**

**Diversity and Inclusion Attorney Network:** affinity group for attorneys of color and allies

#### **D&I Office Working Groups:**

office-specific groups that focus on improving diversity and creating an inclusive workplace

## Out at Sheppard:

affinity group for LGBTQ+ attorneys and allies

#### **Veterans at Sheppard:**

affinity group for veterans, active military personnel, and family members and allies of the military community

**Women Lawyers Group:** affinity group for women attorneys

#### **OFFICE WORKING GROUPS**

#### A D&I Evolution Method

Established in all domestic offices to unite office leaders and employees whose common goals are to improve office diversity and create a more inclusive workplace

#### The Benefits



Supports firmwide inclusion agenda and mission



Provides an office-specific focus



Offers useful trainings, e.g., unconscious bias and microtriggers

# EXTERNAL ENGAGEMENT AND PARTNERSHIPS

We build partnerships with our clients and contacts to further diversity and inclusion in the legal industry and greater business community.

**Educational** content, speakers, and training (legal, D&I, cultural)





**Opportunities to** give back to shared communities and causes through legal pro bono, volunteerism and **fundraising** 



Collaborate and co-host initiatives in conjunction with mutual affinity bar and legal organizations



## A RECOGNIZED LEADER FOR DIVERSITY & INCLUSION AND CULTURE



**RANKED** 15<sup>th</sup> (tie) for Best Law Firms to Work For

**RANKED** 

for Best Summer

Associate Program

**RANKED 16**th

(tie) for **Overall Diversity**  **RANKED** 26<sup>th</sup>

Firm Culture

**RANKED** 11<sup>th</sup>

Quality of Work

**RANKED** 9th

for Wellness



**Best Law Firm for Women** 6th Consecutive Year



Yale Law Women

2022 Yale Law Women Top Firms for **Gender Equity and Family Friendliness** 



2023 6.0 Certification "Plus" Status by Diversity Lab



The American Lawyer 2023 Diversity Scorecard Top 100 Law Firms - #58



**Corporate Equality Index** 2022 Annual Rating of LGBTQ Workplace Benefits 100% for 13th Consecutive Year



2022 Inclusion **Blueprint Champion** 



2022 Top 50 Law Firms



2019 Winner



**ChIPs 2019 Honor Roll Award**