



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.

<p>Educational content, speakers, and training (legal, D&I, cultural)</p> 	<p>Mentoring programs</p> 	<p>Opportunities to give back to shared communities and causes through legal pro bono, volunteerism and fundraising</p> 	<p>Collaborate and co-host initiatives in conjunction with mutual affinity bar and legal organizations</p> 
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A RECOGNIZED LEADER FOR DIVERSITY & INCLUSION AND CULTURE

 <p>RANKED 15th (tie) for Best Law Firms to Work For</p>	<p>RANKED 8th for Best Summer Associate Program</p>	<p>RANKED 16th (tie) for Overall Diversity</p>	<p>RANKED 26th for Firm Culture</p>	<p>RANKED 11th for Quality of Work</p>	<p>RANKED 9th for Wellness</p>
 <p>2023 Seramount Best Law Firm for Women 6th Consecutive Year</p>	 <p>2023 6.0 Certification "Plus" Status by Diversity Lab</p>	 <p>The American Lawyer 2023 Diversity Scorecard Top 100 Law Firms – #58</p>	 <p>Corporate Equality Index 2022 Annual Rating of LGBTQ Workplace Benefits 100% for 13th Consecutive Year</p>		
 <p>2022 Yale Law Women Top Firms for Gender Equity and Family Friendliness</p>	 <p>2022 Inclusion Blueprint Champion</p>	 <p>2022 Top 50 Law Firms</p>	 <p>2019 Winner</p>	 <p>ChIPs 2019 Honor Roll Award</p>	

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

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