



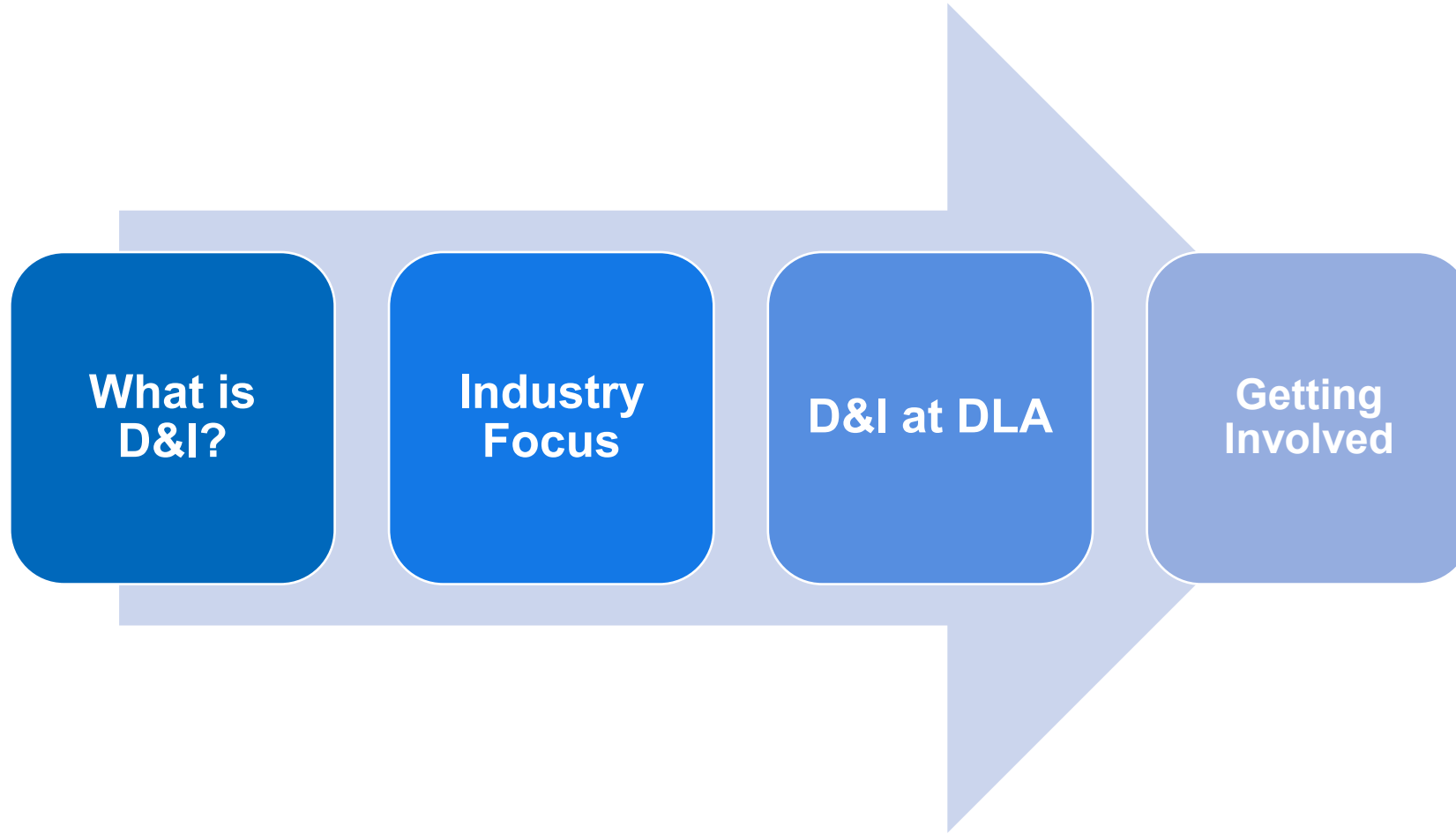
Diversity and Inclusion (D&I) at DLA Piper

Lateral Partner On-Boarding





Our Discussion



What is Diversity and Inclusion?



Diversity

Refers to the variety of similarities and differences among people, including but not limited to: gender, gender identity, ethnicity, race, native or indigenous origin, age, generation, sexual orientation, culture, religion, belief system, marital status, parental status, socio-economic difference, appearance, language and accent, disability, mental health, education, geography, nationality, work style, work experience, job role and function, thinking style, and personality type.

Inclusion

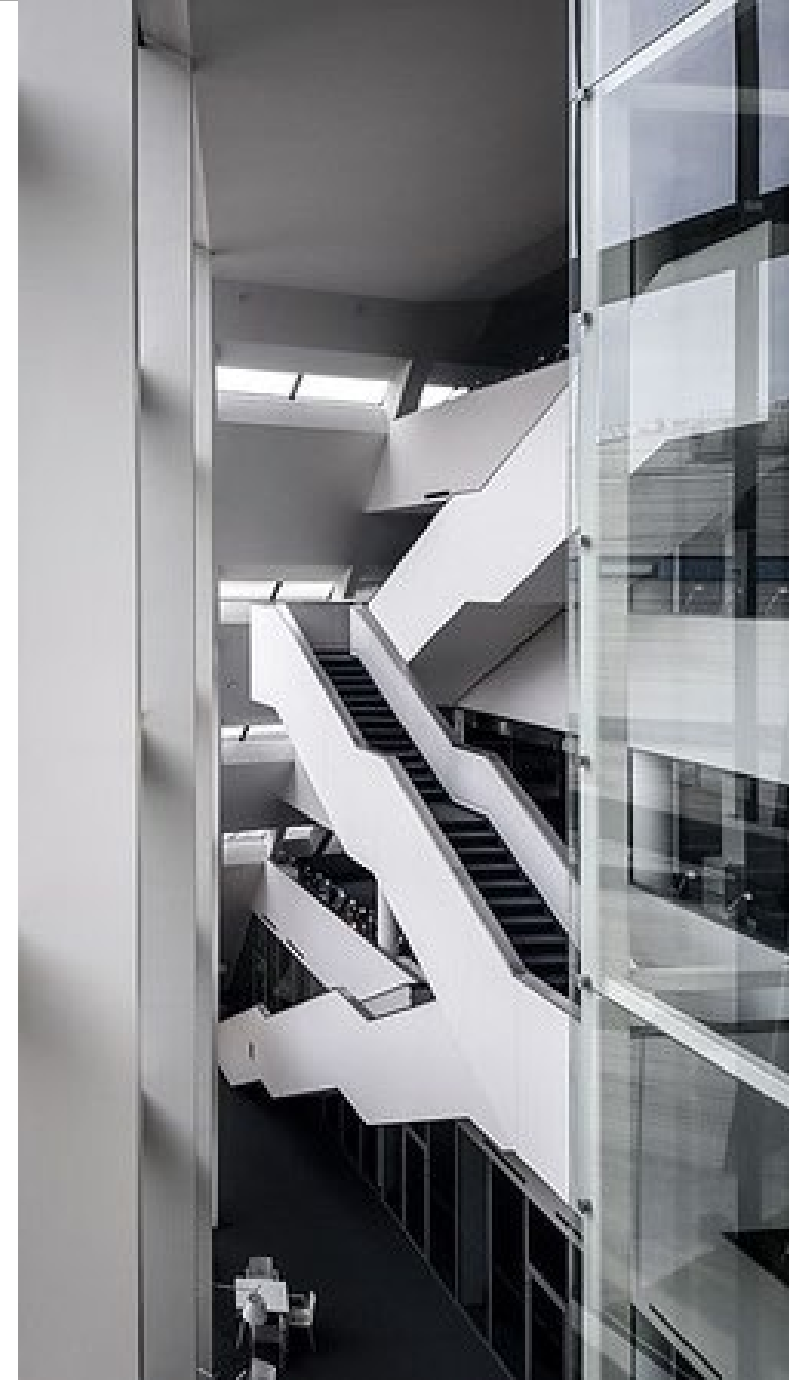
A dynamic state of operating in which diversity is leveraged to create a fair, healthy, and high-performing organization or community. An inclusive environment ensures equitable access to resources and opportunities for all. It also enables individuals and groups to feel safe, respected, engaged, motivated, and valued, for who they are and for their contributions toward organizational and societal goals.



Source: *Global Diversity & Inclusion Benchmarks*, The Centre for Global Inclusion

Initiatives in the Legal Industry and Beyond

- [GC pledges](#) to help promote diversity in the legal profession
- [The Mansfield Rule's](#) focus on consideration of diverse candidates for leadership positions and promotions in law firms
- [Business Roundtable's](#) commitment to create opportunities for people of all backgrounds
- [Move the Needle Fund](#), a collaborative effort designed to test innovative initiatives to create a more diverse and inclusive legal profession



Diversity and Inclusion at DLA Piper



Diversity and
Inclusion Wheel

Our Mission

To emerge as a leader through insight, innovation, diversity and inclusion. We will put our people first as we work to deliver excellence in service to our clients.

D&I Strategic Pillars

All diversity, equity and inclusion goals align under the strategic pillars of Workforce, Workplace and Marketplace

Workforce (Our People)

- Enhance leadership accountability data and transparency specific to our workforce of lawyers through relevant key performance indicators.

Workplace (Our Environment and Culture)

- Foster a culture of belonging where our workplace environment reflects a culture of value and respect for the contributions made by our lawyers.

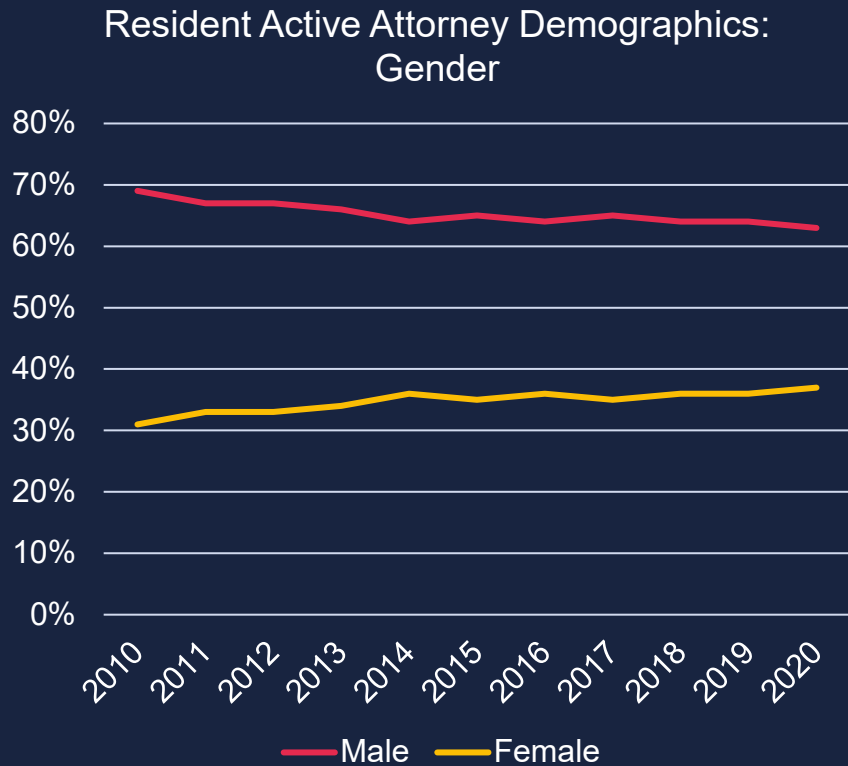
Marketplace (Clients, Vendors, and Society)

- Define our marketplace as serving our clients, supporting women and minority owned suppliers, and serving our community.

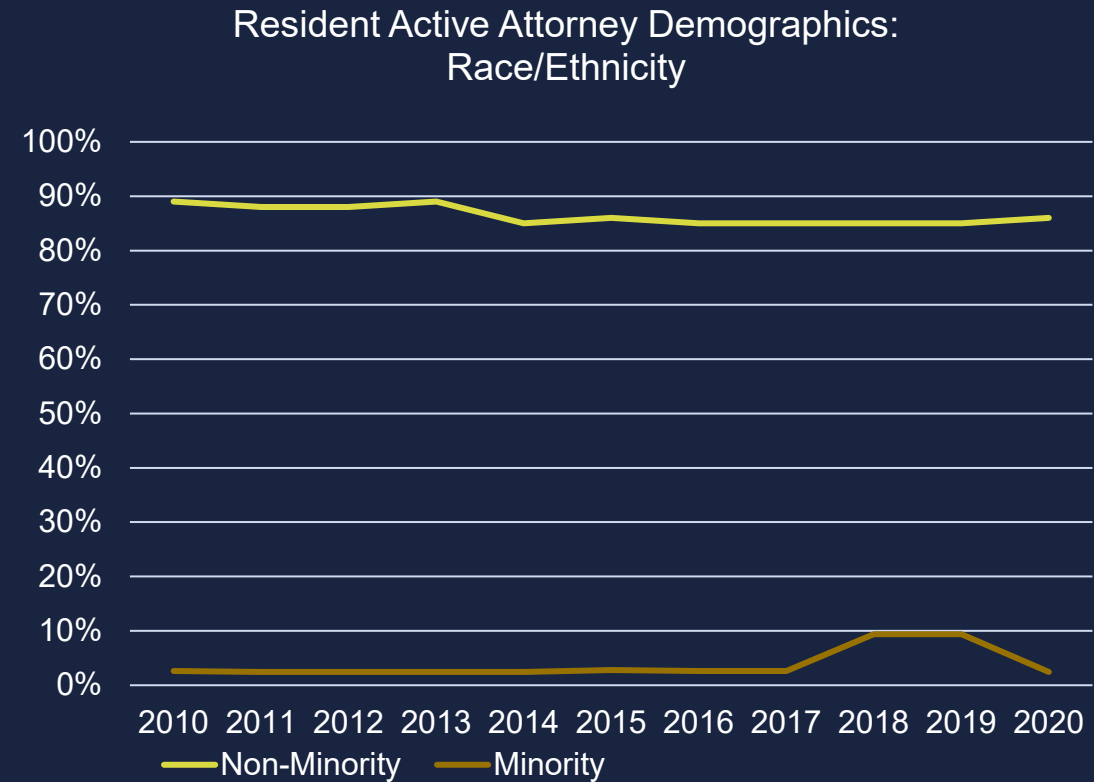
Diversity in the Legal Profession

A National Overview of Lawyer Demographics

Gender Trends



Race/Ethnicity Trends



Source: [ABA National Lawyer Population Survey: 10 Year Trend Analysis](#)

Diversity in Law School Enrollment

ABA Law School Data: JD Total FY Class Enrollment Data, Aggregate, Fall 2019

Gender in 1L Class (Fall 2020)

| Women | Men | Other |
|--------------|--------------|-------------|
| 20,829 | 17,206 | 167 |
| 54.5% | 45.0% | 0.4% |

Race/Ethnicity in 1L Class (Fall 2020)

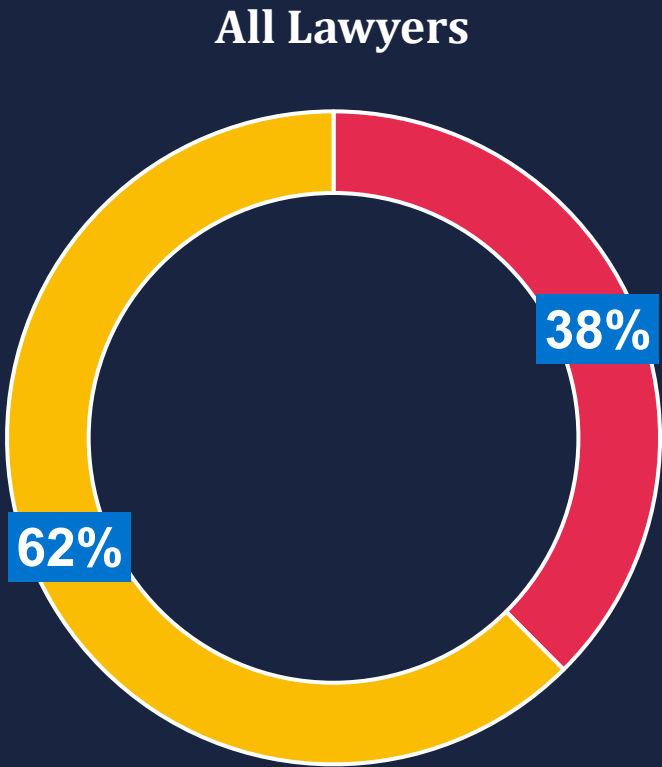
| White | Hispanic | Native American | Asian | African American | Hawaiian Pacific Islander | Two or More Races | Unknown/ Other |
|--------------|--------------|-----------------|-------------|------------------|---------------------------|-------------------|----------------|
| 23,364 | 5,084 | 164 | 2,551 | 2,975 | 49 | 1,648 | 2,367 |
| 61.2% | 13.3% | 0.4% | 6.7% | 7.8% | 0.1% | 4.3% | 6.2% |

Source: American Bar Association [2020 1L Enrollment by Gender & Race/Ethnicity \(Aggregate\)](#)



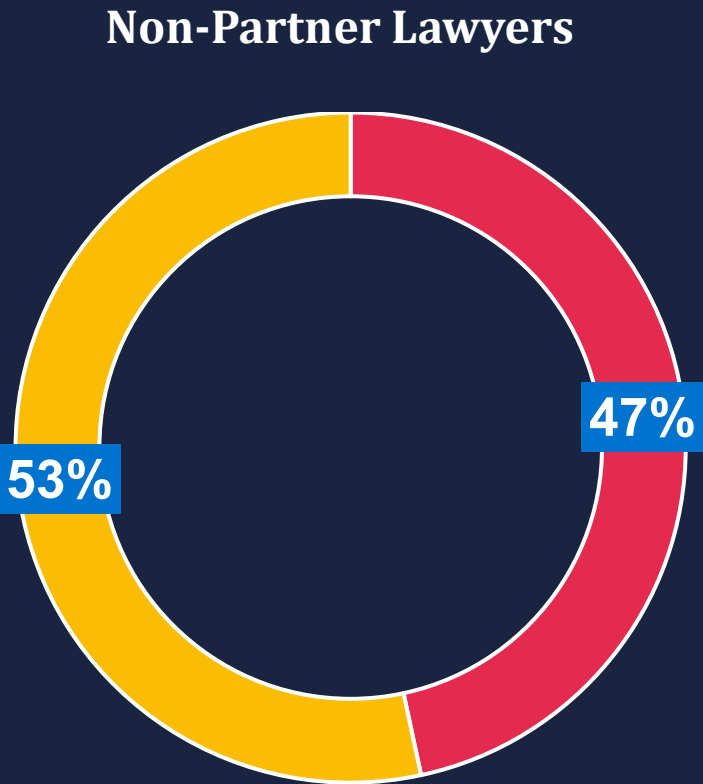
DLA Piper Lawyer Population

Firm-wide Diversity Statistics



Lawyers by Gender

- Female
- Male

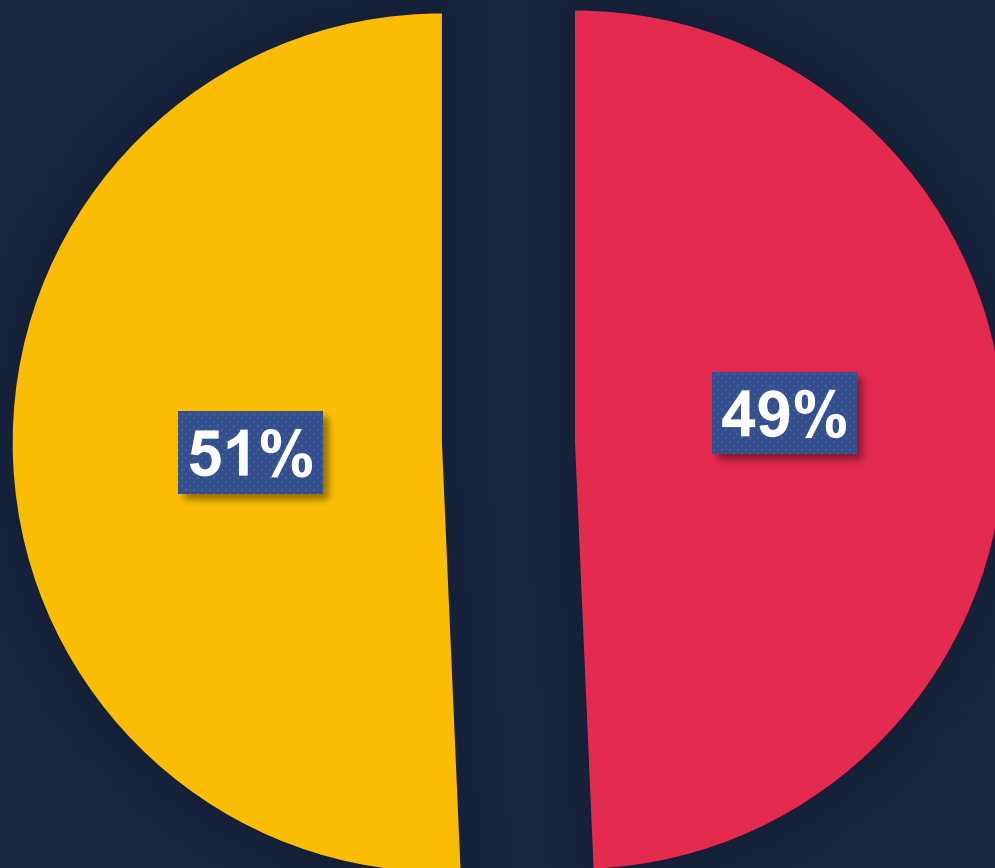


As of March 1, 2021



DLA Piper Lawyer Population

Firm-wide Diversity Statistics



All Lawyers

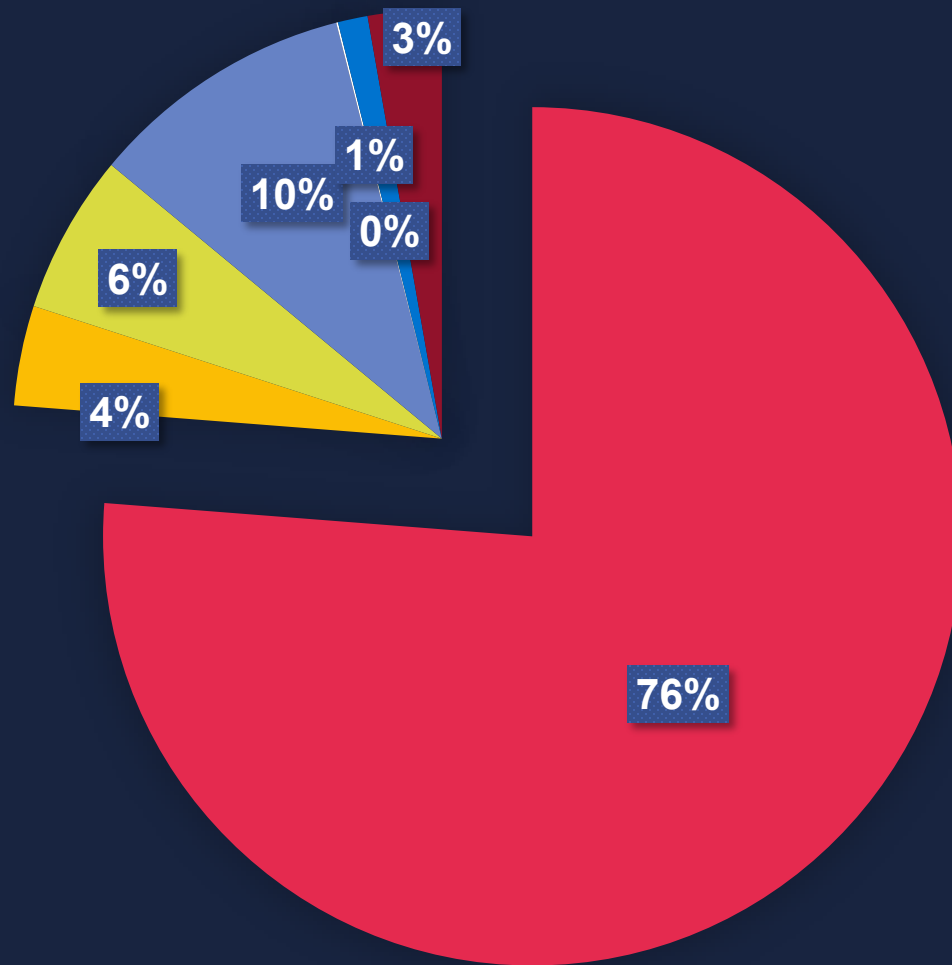
■ Diverse ■ Non-Diverse

(Diverse inclusive of women, lawyers of color, LGBTQ lawyers, and veterans without double-counting)

As of March 1, 2021

DLA Piper Lawyer Population

Firm-wide Diversity Statistics



Lawyers by Race/Ethnicity

- Caucasian/White
- Black/African American
- Hispanic/Latino
- Asian American/Pacific Islander
- American Indian/Alaska Native
- Two or More Races
- Not Specified

As of March 1, 2021

DLA Piper Lawyer Population

Partner Promotions in 2020

42%

of the lawyers
promoted to partner in
2020 were diverse

36%

of promoted partners
were women

9%

of promoted partners
were minorities

Resource Groups at DLA Piper

Each Resource Group serves the firm and its members on the following:

- **Supporting and advocating** for the inclusive recruitment, retention and advancement of all diverse lawyers
- **Promoting** an inclusive work environment where diversity of thought, background and experience are valued - not simply tolerated
- **Serving** as an advisory body for lawyers seeking innovative approaches to business development
- **Promoting** leadership among its members through national firm citizenship opportunities with leading D&I professional and community-based organizations
- **Fostering** mentorship, sponsorship and career guidance
- **Creating** a positive impact on the community through pro bono efforts and involvement



Resource Groups and D&I Committees

Resource Groups

- African American/Black
- Asian American and Pacific Islander
- Hispanic/Latino
- Iris (our LGBTQ Group)
- LAW (Leadership Alliance for Women)
- Mosaic (for Diverse Partners & Of Counsel)
- Veterans and Military Families
- Working Parents

D&I Committees

- Include both lawyers and staff
- Established in more than 20 US cities



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D&I Committees

Local D&I Committees, led by local committee chairs and co-chairs, are tasked with the goal of promoting a more inclusive environment and enhancing office culture.

Ways in which they achieve this are by:

- Participating in, sponsoring, and hosting diversity conferences and events
- Targeting efforts focused on the recruitment and retention of diverse individuals
- Investigating professional and business development topics and innovative work/career models
- Serving as a source for measuring office morale and engagement
- Advocating for firm citizenship and engagement



Local D&I Committees

US Offices



Who We Are

D&I Team

The D&I team is here to support you and your colleagues! Please reach out to the team with any questions you have.



Fenimore Fisher
Chief Diversity & Inclusion
Officer



Raymond Williams
National Diversity & Inclusion
Partner



Natalie Vujko
Sr. Manager Diversity &
Inclusion



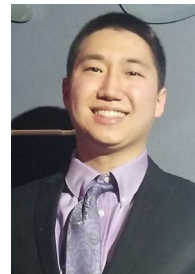
Alyssa Eskra
Manager, Diversity &
Inclusion



Amber Moreland
Diversity & Inclusion
Coordinator



Christina Serrato
Diversity & Inclusion
Coordinator



Aaron Wang
Diversity & Inclusion
Coordinator



Sandra Holtorf
Administrative Assistant

What We Do

The national D&I team serves as the steward of the firm's diversity and inclusion strategy. We provide guidance to the firm's leadership concerning the implementation of Practice Group D&I Action Plans, and support our committees and resource groups in achieving their goals.

Below are some examples of how the D&I Team can support you and your practice:

- We **assist in the preparation of RFP responses**, for which we provide diversity information.
- We **manage internal and external leadership programs** aimed at developing junior partners into strong business developers, rainmakers and leaders.
- We **provide diversity and inclusion training and education** through various partnerships, like NYU's Center for Diversity, Inclusion and Belonging, in collaboration with Professional Development.
- We **sponsor national diversity efforts** and assist with conference registrations and marketing materials.



What We Do: Pipeline and Leadership Programs (Internal)

- **Women Emerging Leaders (WEL)**

- This program is for junior female partners and is designed to increase business acumen, provide opportunities for enhancement of business development skills, allow for a better understanding of leadership within our global firm, and develop, reward, and attract women lawyers.

- **Lawyers of Color Emerging Leaders (LOCEL)**

- LOCEL mirrors WEL's structure and includes programming that is aimed at addressing challenges unique to lawyers of color.

Both LOCEL and WEL run concurrently with the EC/PC meetings and provide a unique opportunity to interact with firm, practice, and sector leaders.

- **Raja Gaddipati Fellowship**

- A six week program fellowship, this diversity pipeline initiative targets underrepresented undergraduate students who have an interest in going to law school, and gives them a broad view of what it is like to work in a large law firm environment.



What We Do: Pipeline and Leadership Programs (External)

- **Leadership Council on Legal Diversity (LCLD)**
 - Through its partnership with the Leadership Council on Legal Diversity, the firm hosts 1L students in its offices each summer and nominates emerging leaders to the Fellows and Pathfinders programs.
- **Diversity Scholars program at the University of Maryland School of Law**
 - This program awards scholarships to diverse students based on academic achievement, financial need and the recipients' ability to contribute to the diversity of the school's student body and the legal profession.
- **UC Hastings Leadership Academy for Women**
 - The Hastings Leadership Academy for Women is an executive education course that prepares women law firm partners and in-house counsel to stride confidently to the highest levels of success in their firms and organizations, their communities and the legal profession.



What We Do: Surveys

The D&I Team prepares and submits surveys for pitches and proposals, internal requests, and external organizations for consideration for awards and certifications.

DLA Piper is proud recipient of the following recognitions:



What We Do: Sponsorships

DLA Piper sponsors multiple minority bar associations and diversity organizations



What We Do:

Commemorative Months

Our team celebrates the richness of our cultures through national events featuring guest speakers for most commemorative months. Some of our past speakers include:

- **CK Hoffler**, President of the National Bar Association
- **Harry E. Johnson**, President and CEO of the Memorial Foundation
- **Kurt Schmoke**, Former Mayor of Baltimore
- **Marco A. Davis**, President and CEO of the Congressional Hispanic Caucus Institute



Associates in our Baltimore office Darryl Tarver and Neill Thupari interview former Baltimore mayor Kurt Schmoke, former Maryland Court of Appeals Chief Judge Robert M. Bell and Professor Larry S. Gibson of the University of Maryland Francis King Carey School of Law

Our commemorative month presentations are [available on Fusion](#).

What Role Can You Play in Creating a More Inclusive Workplace?

Become Active

- Join a Resource Group and/or your local D&I Committee

Become an Ally

- If you observe non-inclusive behavior speak up and help turn the situation into an opportunity of growth

Questions?

Contact the [D&I Team](#)

