



Diversity & Inclusion at DLA Piper

As one of the world's largest law firms, with more than 4,500 lawyers and 5,000 business support members located in more than 40 countries throughout the Americas, Europe, the Middle East, Africa and Asia Pacific, we employ a host of individuals who bring their own cultures, backgrounds and experiences to work. We seek to embrace and value the diversity of our people in ways that are inclusive and that matter.

We know that our clients expect our teams to be the best and that we can only perform at our best when we use the diversity of our talent. We cannot simply view this as a journey. We understand that the potential benefits to society mean this work must be integrated into our culture, aligned with our business, purpose-driven and measured in a way that drives internal innovation.

Our mission

At DLA Piper, our Diversity and Inclusion (D&I) mission is to emerge as a leader through insight, innovation, diversity and inclusion. We put our people first as we work to deliver excellence in service to our clients.

We accomplish this by integrating our goals and concepts into the way in which the firm manages its people and business.



Our commitment

Our D&I efforts are initiated and led from the very top of the global firm by our senior management team, holding our leaders accountable. Firm resources –including our Professional Development, Marketing and Recruiting departments – are aligned to actively support the implementation of our Practice Group Diversity and Inclusion Action Plans. These plans are tailored to each group’s unique D&I priorities, needs and culture, demonstrating how each group would focus on such goals as advancement, retention and equitable utilization of team expertise. Practice group leaders are responsible for managing their action plans and the results stemming from them.

Our drive to establish growth and create forward-looking opportunities is evidenced by the firm’s active D&I team, led by the firm’s Chief Diversity and Inclusion Officer, Fenimore Fisher. Fenimore is charged with ushering our diversity and inclusion efforts into the next stage of the firm's evolution.

Programs and initiatives

Through all of our programs and initiatives, we empower and engage as many people as possible to be leaders, champions and sponsors of diversity and inclusion. We believe that D&I must be part of the fabric of the firm in order for diverse attorneys to realize leadership roles and be represented among the highest-compensated partners.

We know that our pathways to success have to be transparent. DLA Piper is a firm that focuses on advancing diversity and inclusion which allows us to hire the best talent, build the most effective teams, deliver the highest level of client service and be effective contributors to our local communities.

Promotion to partnership and leadership

DLA Piper fosters equal access to advancement opportunities by supplying transparency with regard to the matriculation criteria and the potential pathways and available resources for implementation of individualized career plans.

- **Women Emerging Leaders and Lawyers of Color Emerging Leaders Programs:** DLA Piper has two 18-month leadership development programs, Women Emerging Leaders (WEL) and Lawyers of Color Emerging Leaders (LOCEL), that are aimed at developing junior partners into strong business developers and leaders. These initiatives work to increase business acumen, provide opportunities for strategic enhancement of business development skills, allow for a better understanding of leadership within the global firm, and effectively develop, reward, engage and attract women lawyers and lawyers of color.

Both WEL and LOCEL receive quarterly programming that coincides with the convening of firm leadership to expose participants to key leaders as well as crucial and timely discussions regarding firm management.

Additionally, DLA Piper supports a number of external resources to provide our lawyers with exceptional professional development, networking, and leadership programming. A few of these include: Leadership Council on Legal Diversity (LCLD), UC Hastings Leadership Academy, Harvard School of Law’s Women’s Leadership Initiative, and the Annual Charting Your Own Course (CYOC) Career Development Conference.

Community and diversity networks

DLA Piper’s cultural and affinity-based resource groups are an integral part of fostering inclusivity in the workplace and creating a system of support among our diverse attorneys. We are committed to creating a culture that is inclusive of all people. This includes providing our diverse attorneys various spaces and opportunities to be their authentic selves and celebrating the differences among our lawyers and across the firm. In addition to those included below, the firm also has a Veterans resource group and a Working Parents resource group, both of which are new to the firm in 2020.

- **Leadership Alliance for Women:** The Leadership Alliance for Women (LAW) was launched in the US in 2006 and is the Firm’s longest-standing resource group. LAW aggressively pursues strategies to retain, promote, and develop our women lawyers. To address many of the underlying causes for gender disparities in the legal profession, LAW promotes initiatives to address unconscious biases and gender stereotypes, promote informal networks of support and development, and find ways to help all our lawyers balance work and family responsibilities.
- **Iris – LGBTQ resource group:** Iris is DLA Piper’s global resource group for its lesbian, gay, bisexual, transgender and queer/questioning employees and allies. Iris is led by a firm partner and senior associate who serve as its chair and co-chair, and membership is open to both attorneys and staff. The overall aim of Iris is to promote an inclusive work environment for all of our colleagues. In addition to providing welcoming support to its members, the group serves as a forum and advisory body on matters of concern to DLA Piper’s LGBTQ personnel and supports projects that promote justice for the greater LGBTQ community.
- **Racial and ethnic resource groups:** Our four racial and ethnic resource groups share common goals and aim to create and foster a supportive and collaborative environment for diverse lawyers and employees to discuss pertinent issues; promote business development and leadership of multicultural attorneys across the firm through networking and mentorship; support and advocate for the recruitment, retention, and advancement of diverse lawyers; and have a meaningful and positive impact on the groups’ local communities through pro bono efforts and community involvement.

- **Local D&I Committees:** More than two dozen of our US offices have local D&I committees led by both attorneys and business professionals and are open to all local personnel. The purpose of these committees is to develop a sense of community among our people, promote allyship, provide colleagues an opportunity to network with each other, and encourage business development opportunities. These committees also focus on meaningful programming which strengthens our commitment to pipeline development, supports diverse recruiting efforts, enhances business development and raises the firm's profile externally.

Training and education

DLA Piper currently maintains a partnership with New York University's Kenji Yoshino, Director of the Center for Diversity, Inclusion, and Belonging and Chief Justice Earl Warren Professor of Constitutional Law at NYU School of Law. Through our partnership with NYU School of Law's Center for Diversity, Inclusion, and Belonging, the firm sponsors a speaker series featuring leaders from academia as well as the public and private sectors on a range of topics related to diversity and inclusion including: allyship, authentic leadership, covering, critical conversations and the foundations of building an authentic career.

Recruitment

Each year, in addition to on-campus interviewing and intentional outreach to Historically Black Colleges and Universities, DLA Piper participates in various diversity job fairs to identify talented second-year law students for our Summer Associate Program. Our Legal Recruiting and D&I departments work closely together to sponsor and participate in pipeline programs, career fairs, affinity-based law student associations, receptions, discussion panels and other law school outreach events to recruit for our summer associate program.

Diversity pipeline development

DLA Piper's internal pipeline initiatives and sponsored external pipeline programs aim to diversify the legal industry and give back to the community. The firm contributes to various diversity scholarship programs and encourages active participation through mentoring, speaking engagements and board service.

An example of the firm's work in this area is our Raja Gaddipati Fellows Program. DLA Piper's Raja Gaddipati Fellowship is an in-house diversity pipeline initiative that mentors and develops underrepresented undergraduate students who aspire to careers in law with the goals of increasing law school enrollment of underrepresented students and improving diversity in the legal industry.

The six-week, full-time paid summer internship is designed to give students a broad view of what it is like to work in a large law firm environment and encourage them to begin developing professional networks.

In 2020, DLA Piper forged a relationship with the Congressional Black Caucus Foundation (CBCF) and committed to sponsor a John Lewis Fellow during their tenure with the CBCF focusing on racial

"We desire a culture that doesn't drive assimilation but that is inclusive of all, where people feel as though they belong as well as have the opportunity to grow their career."

—Fenimore Fisher, Chief Diversity and Inclusion Officer

justice and social equality issues, and policy reform. DLA Piper is also a proud supporter of the recently formed Yale Law School Access Program and are the first law firm to do so. The Law School Access Program is an innovative pilot law school pipeline program designed for first generation, low-income and under-represented minority students from the New Haven area who are considering attending law school.

DLA Piper sponsors several additional pipeline programs, including: the Minority Corporate Counsel Association's LMJ Scholarship Program, the Ron Brown Scholar Program, and the New York City Bar's Thurgood Marshall Summer Law Internship Program.

Community and client partnerships

DLA Piper is proud to partner with clients on secondments, professional development, civic engagement and pro bono projects, which provide numerous external opportunities to develop our diverse attorneys. The Firm also supports a significant number of D&I advocacy organizations. DLA Piper's involvement with organizations rich in research and programmatic work assists greatly in its ability to design and reach diversity goals.

The Firm's involvement with the following groups further widens its network and contributes to an inclusive culture: Women in Law Empowerment Forum (WILEF), Catalyst, Working Mother Media and Diversity Best Practices, ChIPs Global Summit, The Human Rights Campaign (HRC), Corporate Counsel Women of Color (CCWC), Minority Corporate Counsel Association (MCCA), The National Bar Association (NBA), The National Association of Women Lawyers (NAWL), The National Hispanic Bar Association (NHBA), The National Asian Pacific American Bar Association (NAPABA), The South Asian Bar Association (SABA), The LGBT Bar Association's Lavender Law Conference & Career Fair, and Lambda Legal.

Mansfield Rule Certification

In 2017, DLA Piper was one of the first signatories of the Mansfield Rule, a national initiative developed to increase diversity in promotions and hiring at law firms. To be certified under this rule, firms must make good on their commitment to source and consider a candidate pool comprising at least 30 percent women and minorities for leadership and governance roles, equity partner promotions and lateral positions.

Our efforts in this area were so successful that in 2018, we not only sourced and considered the Mansfield-required 30 percent diverse applicant pool, we achieved actual representation of at least 30 percent women and minorities in a large number of our key



leadership roles and lateral hires. As a result, we were one of just 27 firms to reach a level beyond certification, becoming “Certified Plus.”

In 2019, we again achieved Certified Plus status and also became Mansfield 2.0 Certified, a rating which includes LGBTQ attorneys in the definition of diverse and also measures diversity in pitch teams. In addition, the firm achieved Mansfield 3.0 Certified Plus status in 2020, which incorporates disabled lawyers into the definition of diversity, as well as measuring the diversity of pitch teams.

The firm is a signatory of Mansfield Rule 4.0, inclusive of a pilot measuring the diversity of staffing associated with formal pitches, and has committed to participating in the 2021-2022 iteration, Mansfield Rule 5.0.

Racial Equality & Social Justice

In June 2020, the firm issued a statement underscoring its commitment to racial equality and social justice. In communication with lawyers and staff, firm leadership addressed events unfolding across the country and renewed the firm’s commitment to continuing to pursue ways in which we can make an immediate difference in our communities and expand on the firm’s D&I and pro bono efforts. DLA Piper became a signatory to a 5-Point Action Agenda, joining a consortium more than 100 corporations and advocacy organizations to promote inclusion, raise awareness, denounce bias, engage in strategic philanthropic efforts, and address the adverse social and economic impacts of the COVID-19 outbreak on vulnerable communities.

We also announced last year that DLA Piper joined more than 125 law firms across the country to participate in the Law Firm Antiracism Alliance (LFAA). A truly historic collaboration for law firms, this alliance will work with legal services organizations to collectively devote substantial pro bono resources to further racial justice and address systemic racism.

In the first quarter of 2021, the D&I Team hosted three firmwide events as part of our *Taking a Moment and Building a Sustainable Movement* series, honoring the work and experiences of our firm leaders and employees, as well as our external stakeholders. We hosted an MLK Day fireside chat featuring National Bar Association President, CK Hoffler, honoring the legacy of Dr. Martin Luther King, Jr. and looking forward into how we, as a firm, can continue the fight for equality and justice. For Black History Month, the D&I team and the African American/Black Resource Group co-hosted a panel discussion *From Our Own Words*, showcasing a few personal perspectives of our African American partners, associates and business professionals. We used this opportunity to reflect on the meaning of Black History month, how far we have come and the work that yet remains.

In 2020, we committed more than \$2 million to supporting diverse bar associations, advocacy organizations, and internal training and development for our lawyers and staff. The firm is continuing the work initiated last year with national civil rights organizations, local legal services organizations, and affinity-based law student associations to explore where we can be most helpful.

Additionally, our Asian American Pacific Islander resource group is leading the charge in partnering with a national organization to develop a unique social justice initiative led and funded by DLA Piper and our resource group members.

Supplier Diversity

As part of centralized procurement, we consistently track the firm’s spend with certified women- and minority-owned businesses. The goal is to diversify our supplier network and increase spend with these businesses over time. As we work toward identifying specific benchmarks, we strongly encourage our attorneys to consider and recommend women-owned and minority owned-businesses as opportunities arise.

Awards and recognition

Armed with a fresh strategy, improved statistics and a combination of innovative approaches and best practices, it is evident that the firm is moving in the right direction and is committed to making even greater progress moving forward.

Here are some examples of ways in which DLA Piper is achieving best-in-class results:

- In 2021, and for fourteen consecutive years, DLA Piper has earned a rating of 100 percent in the *Human Rights Campaign’s* Corporate Equality Index. This consistently perfect score is recognition that DLA Piper is one of the “Best Places to Work for LGBT Equality.”
- In 2020, and for the eighth year, DLA Piper received ‘Gold Standard Certification’ from the *Women in Law Empowerment Forum (WILEF)*, which recognizes the leadership roles achieved by women partners.
- In 2020, and for the ninth year, DLA Piper was named one of the ‘50 Best Law Firms for Women’ by *Working Mother Media* in recognition of our success in hiring, retaining and promoting women; commitment to providing flexible work arrangements; and initiatives that enhance the advancement of women in law.
- DLA Piper received the ‘2020 Excellence in Diversity Law Firm Award’ by T-Mobile’s legal department. The award focused on the scope and efficacy of the firm’s D&I programs, its overall diversity metrics, and the inclusiveness of teams staffed on T-Mobile’s matters.
- *Law360* ranked DLA Piper as a Top Firm in the 2020 Diversity Snapshot, an annual report that tracks U.S. firms’ racial and ethnic minority representation among its lawyers. The firm ranked #8 in the largest firm size category, 601+ Attorneys.

For more information

To learn more about DLA Piper’s diversity and inclusion initiatives, contact:

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