

Example of Firm Diversity & Inclusion Structure

Firms choose various titles, including D&I (diversity and inclusion) and DEI (diversity, equity and inclusion).

D&I Operations Team Positions

Operations professionals who support Firm, D&I Committee, and Affinity/Resource Groups

Chief Diversity Officer

(C-Suite firm leader on D&I)

Director of Diversity &
Inclusion

(Operations leader of D&I)

D&I Affinity Group &
Education Manager

Professional
Development Inclusion
& Integration Manager

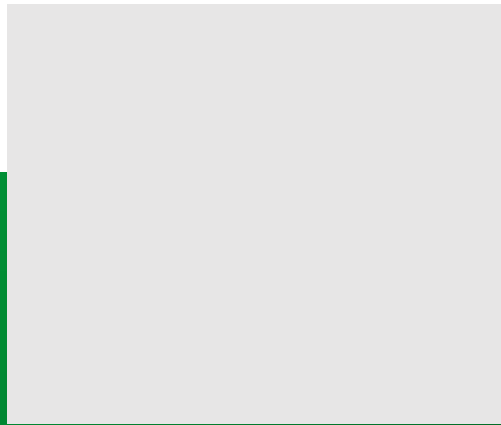
Diversity Law School
Recruiting Specialist

D&I Data and Client
Collaboration
Specialist

D&I Benchmarking
and Sponsorships
Specialist

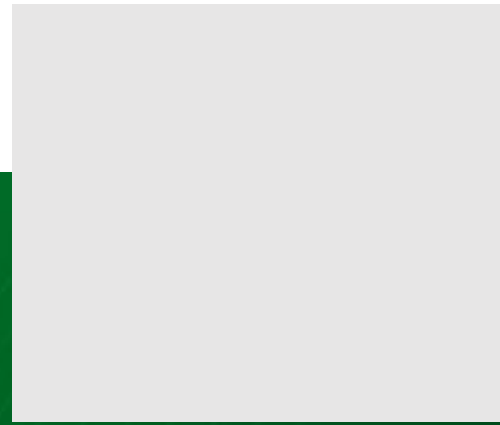
D&I Committee

Committee is responsible for firm vision and developing initiatives related to D&I



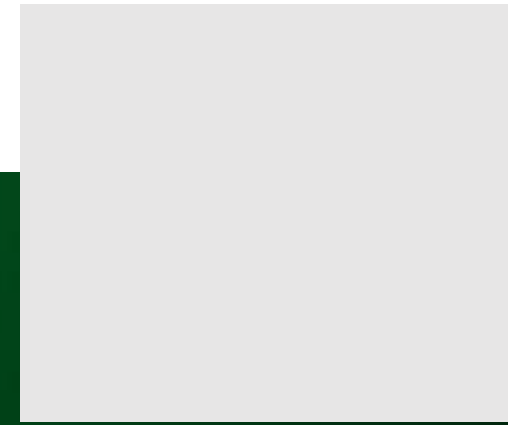
Name

Chief Diversity Officer, Chair



Name

Co-Vice Chair



Name

Co-Vice Chair

- Committee Represents Various Persons within the firm:
 - Firm Executive Leadership Team, Firm Operations Leadership Team
 - Partners, Counsel, Associates, etc. from various practice groups and offices
 - D&I Operations Team

D&I Subcommittees

Committee has subcommittees to more effectively develop initiatives



D&I Affinity/Resource Groups

Affinity Groups provide a Safe Space for Underrepresented Groups

- **Affinity Group(s) for Lawyers of Color & LGBTQ+ Lawyers**
 - Leaders
 - Local Office Leads
- **Affinity Group for Women Lawyers**
 - Leaders
 - Local Office Leads
- **Affinity Group(s) for Members of Staff of Color & LGBTQ+ Staff**
 - Leaders
 - Local Office Leads

