



# Diversity & Inclusion



## 2021 Year in review



2021 was the first full year of our four-year Global D&I Plan where we had the opportunity to embed our vision to become the market leader in D&I and mitigate all unconscious bias behavior. Here are just a few highlights of our progress in alignment with our five strategic pillars:



### 1 Accountability

Measures supporting our responsibility to D&I.

-  Embedded published global racial & ethnic minority and LGBTQ+ partner goals, and internal global, regional, and country-based demographic and promotion goals across diversity identities.
-  Developed a practice-based bias interruption evaluation pilot for talent processes, and provided actionable education sessions promoted by our senior leadership.



### 2 Processes

Applying a D&I perspective in our operations.

-  Integrated a D&I perspective to existing processes and piloted practice-based work allocation and resource management systems to provide equitable qualitative and quantitative work opportunities to underrepresented lawyers.
-  Established Diversity in Pitching Policy to ensure a minimum of 30% underrepresented lawyers and business services professionals in all client pitches, and at least one woman partner if more than one partner is assigned to the pitch.


### 3 Recruitment & retention


Attracting and keeping the best and the brightest.

-  Expanded diversity billable credit hours policy intended to recognize underrepresented talent and allies for their D&I contributions to the firm across the globe.
-  Expanded sponsorship and mentoring programs to support underrepresented talent globally.

# 4 Culture


Educating ourselves and being allies to our colleagues.

 Introduced Inclusive Communications education to support our colleagues in communicating more inclusively with respect to gender, race/ethnicity, LGBTQ+, disability, and wellbeing.

 Launched our Global Ability Inclusion Network supporting individuals with disabilities, and caregivers to and allies of individuals with disabilities.

# 5 Clients

Providing excellent client service through D&I partnerships.

 Won Intel China D&I Award pilot designed to promote D&I interest in Asia-Pacific and received a financial award from Merck & Co. for advancing our commitments to diversity & inclusion, which was used to create a fund to provide underrepresented lawyers with professional development support.

 Further embedded our Justice, Equity, Diversity & Inclusion consultancy, supporting multinational clients in various industries including automotive, education, and pharmaceuticals.

For more details on our 2021 accomplishments by region, view the year-end reports linked here.

[Americas](#) | [APAC](#) | [EMEA](#)

Our global D&I team would love to connect with you!



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