

Justice, equity, diversity, & inclusion

Delivering on our commitments to Diversity & Inclusion is a strategic priority, on a par with putting clients at the center of everything we do. Embarking on this journey with our clients is a shared value.

The issue

Global crises like the COVID-19 pandemic, macroeconomic and political uncertainty, and a racial reckoning have reinforced the need for every organization to embrace and embody justice, equity, diversity and inclusion (JEDI) in every aspect of the way business is done.

Transformational JEDI initiatives are vital to our success as a leading global law firm. We both partner with and advise our clients on JEDI issues focused on ingraining accountability, revamping processes, bolstering recruitment and retention, enhancing culture, and supporting clients. We can help you to respond to JEDI crises and to embed credible JEDI initiatives from establishing a vibrant JEDI strategy to providing education and coaching to support your people to improve your processes with equity in mind.

What we do

We work with you to respond to JEDI crises, ranging from addressing socio-political events capturing the attention of your employees to the cultural impact of a potential harassment or discrimination allegation or a lack of engagement generally around JEDI issues. The Diversity & Inclusion team and the legal practice (including our crisis leadership, employment and investigations practices) work together seamlessly to ensure that your people are supported and your organization is protected.

Our approach is focused on the following pillars:

- **Accountability:** Measures supporting our responsibility to JEDI like publishing JEDI goals.
- **Processes:** Applying a JEDI perspective in our operations (e.g., work allocation).
- **Recruitment & retention:** To “Attracting and keeping the best and the brightest (e.g., diversity scholarships, reciprocal mentoring and sponsorship programs).
- **Culture:** Educating ourselves and being allies to our colleagues (e.g., micro-aggressions education and inclusive communications).
- **Laws & regulations:** Understanding & implementing regional and country-based legal requirements like the UK Equality Act and the CROWN Act in the U.S.
- **Clients:** Providing excellent client service through JEDI partnerships like JEDI CLEs, joint mentoring programs and profile raising collaborations.

Our impact

We constantly challenge ourselves and our clients to increase our impact in this space. Recent achievements include:

- Establishing a Diversity in Pitching policy to ensure a minimum of 30% underrepresented lawyers and business services in all client pitches.
- Launching GAIN, our Global Ability Inclusion Network to promote disability inclusion
- Expanding diversity billable credit hours policy globally for associates and counsel
- Launching 2L Diversity & Inclusion Scholarship awarding US\$25K each to six 2L law students for their achievements and commitment to advancing Diversity & Inclusion at the firm.
- Educating our firm globally on unconscious bias, inclusive communications, and bias interruption strategies.
- With Business In The Community we launched a “Guide for General Counsels: Insights in Ethnicity Pay Gap Reporting” in the UK for those advising Boards on pay gap reporting.
- Establishing accountability by publishing global racial/ethnic minority and LGBTQ+ partner goals, and internal goals to drive their achievement.
- Establishing sponsorship and mentoring programs in all regions, and a strategic allyship initiative combining education and action in APAC.
- Holding summits for racial/ethnic minority and LGBTQ+ lawyers for networking, professional development, and client engagement.
- Achieving recognitions globally and in each region for our progress including Mansfield Rule Certification Plus 4.0 in the U.S., WILEF certification in the U.S. and UK, Stonewall Top 100 Employers, azur100 Top Employer, Diversity Lab Inclusion Champion, the UK National Inclusion Standard, and Hong Kong LGBTQ+ Inclusion Index. Employer for LGBTQ+, PROUT at Work, and financial awards from several clients of the firm.
- In 2020, we were *commended by the Financial Times* for our progress in advancing JEDI and anti-racism initiatives.

Our support of clients on JEDI issues has been wide-ranging, including advising on the following:

- Implementing processes to support a robust recruitment pipeline and increasing the hiring of underrepresented talent.
- Through Aurora: The Gender Lens Project, we are researching and developing a toolkit of legal standard terms and conditions to standardize the application of a gender lens to finance investing and transactions, aiming to mobilize capital to advance women’s economic empowerment and gender equality.
- Acting for clients in the defense of complex claims of discrimination, harassment, and victimisation including providing strategic advice on working with regulatory bodies responsible for enforcing equality legislation, such as the Equalities and Human Rights Commission in the UK.
- Supporting multinational financial services clients on the introduction of a global gender expression in the workplace toolkit, gender pay gap reporting obligations in the UK, and assessing approaches to dealing with sexual harassment issues.
- Coaching executives (including inaugural Chief Diversity Officers) on JEDI engagement.
- Establishing a diversity infrastructure, JEDI committees, affinity networks, and strategic task forces.
- Instituting metrics and accountability mechanisms (including bias interruptors) to guide, govern, and inspire JEDI progress and providing education sessions on current JEDI concepts.
- Supporting an anti-racism charity in the arts sector on the legal implications of its anti-racism strategic toolkit and recommendations in the context of the Equality Act in the UK.
- Advising a Northern Ireland-based global pharmaceutical company with significant U.S. operations with a post-George Floyd race assessment and instituting diversity recruiting policies, bias education, etc.
- Advising a U.S.-based industrial manufacturer with an intercultural assessment, from ideation to deployment, and diversity data identification analysis.

Useful links

- [Advancing Racial Justice](#)
- [Crisis Leadership Team](#)
- [Diversity & Inclusion](#)
- [Employment](#)
- [Investigations, White Collar, and Fraud](#)

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