



# DIVERSITY & INCLUSION ATTORNEY NETWORK (DIAN)



DIAN provides attorneys of color and allies a forum where they can address issues of interest within the firm and the broader legal community.

Through strong leadership and the support of dedicated group members, DIAN serves as an ongoing network of support for its members and strives to further Sheppard Mullin's commitment to foster inclusion for all attorneys.

## Meet Our Leadership



**Lisa Harris**

Partner | Labor & Employment  
Orange County | New York

*From the moment I attended my first diversity retreat, I recognized Sheppard Mullin's unwavering commitment to diversity, equity and inclusion. Through its efforts the firm has fostered a culture of belonging for attorneys of all backgrounds. I am proud of what we have accomplished and am honored to be a part of our ongoing journey.*



**Cedric Powell**

Partner | Corporate & Securities  
Washington, D.C.

*In this ever-evolving business landscape, diversity, equity, and inclusion are no longer aspirational constructs. Rather, they are part and parcel with serving our clients well and positioning our firm to be as competitive as possible in the market. Sheppard Mullin understands that and our commitment has been evident since I joined the firm.*



**Judy Suwatanapongched**

Partner | Business Trial  
Los Angeles

*The DIAN family has been my inspiration, safe haven, and champion here at Sheppard Mullin for my entire legal career. I look forward to continuing to cultivate, lead, and inspire our attorneys while making sure that diversity, inclusion, and equity remains a focus at the firm.*

## We are more than just attorneys and professionals.

We have families, outside interests and are proud to work at a firm where we not only belong, but are celebrated.

## We help recruit, retain, and promote attorneys and professionals of color.



Sponsor, lead and participate in affinity bar associations



Host events for law students



Develop training programs for young attorneys



Mentor and support attorneys of color

## We hold leadership positions at the firm.

- ▶ Recruiting committee chairs
- ▶ Practice group leaders
- ▶ Client, geographic and industry team leaders
- ▶ Members of governing bodies, including the Executive Committee



## We participate in and host programming and events to raise awareness and increase inclusion

- ▶ Retreats and regular meetings for members and allies
- ▶ Annual support and fundraisers for pro bono and nonprofit organizations focused on supporting members of the BIPOC community
- ▶ Firmwide presentations in conjunction with heritage, historical, cultural, and diversity recognition months
- ▶ Firmwide presentations regarding allyship
- ▶ Client receptions and training
- ▶ Industry and affinity bar association leadership, participation and sponsorship
- ▶ Pipeline programming for high school, college and law students

## A RECOGNIZED LEADER FOR DIVERSITY & INCLUSION AND CULTURE



RANKED  
**11<sup>th</sup>**  
for Best Law Firms  
to Work For

RANKED  
**28<sup>th</sup>**  
for Best Summer  
Associate Program

RANKED  
**13<sup>th</sup>**  
for  
Overall Diversity

RANKED  
**16<sup>th</sup>**  
for  
Firm Culture

RANKED  
**13<sup>th</sup>**  
for  
Quality of Work

RANKED  
**8<sup>th</sup>**  
for  
Wellness



**Corporate Equality Index**  
2025 Annual Rating of LGBTQ Workplace  
Benefits 100% for 14<sup>th</sup> Consecutive Year



**2024 Seramount  
Best Law Firm for Women**  
7<sup>th</sup> Consecutive Year



**2024 Yale Law Women+ Top Firms  
for Agency and Flexibility**



**The American Lawyer  
2024 Diversity Scorecard  
Top 100 Law Firms - #41**



**ChIPs 2024 Honor Roll Award**



LEADERSHIP  
COUNCIL  
ON LEGAL  
DIVERSITY

**2024 Top 50 Law Firms**

MCCA



THOMAS L. SAGER  
AWARD

**2019 Winner**

# SheppardMullin

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