



# DIVERSITY & INCLUSION

Diversity and inclusion (D&I) are core values of Sheppard Mullin, and we recognize their importance to our workplace, clients and profession.

## FIRM GOVERNANCE & LEADERSHIP



Women partners and partners of color make up 36% of the elected positions on our **Executive Committee**



Women partners and partners of color make up 30% of the elected positions on our **Compensation Committee**



Women partners, partners of color and LGBTQ+ partners make up 75% of our **Office Managing Partners**



Women partners and partners of color make up 44% of our **Practice Group Leaders**



Our **professional management team (C-suite)** is 78% women and people of color

## COMMUNITY AND SUPPORT ARE KEY

**Diversity and Inclusion Attorney Network:**  
affinity group for attorneys of color and allies

**Out at Sheppard:**  
affinity group for LGBTQ+ attorneys and allies

**Veterans at Sheppard:**  
affinity group for veterans, active military personnel, and family members and allies of the military community

**Women Lawyers Group:**  
affinity group for women attorneys and allies

## OFFICE WORKING GROUPS

Established in each domestic office to foster a vibrant and inclusive culture across the firm.

### The Benefits



Supports firmwide inclusion agenda and mission



Tailors efforts to address local office priorities











Cultivate sense of belonging and community

# EXTERNAL ENGAGEMENT AND PARTNERSHIPS

We build partnerships with our clients and contacts to foster diversity and inclusion in the legal industry and greater business community.

<p><b>Educational content, speakers, and training</b></p> 	<p><b>Mentoring programs</b></p> 	<p><b>Opportunities to give back to shared communities and causes through legal pro bono, volunteerism and fundraising</b></p> 	<p><b>Active in mutual affinity bar and industry organizations</b></p> 
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## A RECOGNIZED LEADER FOR DIVERSITY & INCLUSION AND CULTURE

 <p><b>RANKED 11<sup>th</sup></b> for Best Law Firms to Work For</p>	<p><b>RANKED 28<sup>th</sup></b> for Best Summer Associate Program</p>	<p><b>RANKED 13<sup>th</sup></b> for Overall Diversity</p>	<p><b>RANKED 16<sup>th</sup></b> for Firm Culture</p>	<p><b>RANKED 13<sup>th</sup></b> for Quality of Work</p>	<p><b>RANKED 8<sup>th</sup></b> for Wellness</p>
 <p><b>Corporate Equality Index</b> 2025 Annual Rating of LGBTQ Workplace Benefits 100% for 14<sup>th</sup> Consecutive Year</p>		 <p><b>2024 Seramount Best Law Firm for Women</b> 7<sup>th</sup> Consecutive Year</p>		 <p><b>2024 Yale Law Women+ Top Firms for Agency and Flexibility</b></p>	
 <p><b>The American Lawyer 2024 Diversity Scorecard Top 100 Law Firms - #41</b></p>	 <p><b>ChIPs 2024 Honor Roll Award</b></p>	 <p><b>2024 Top 50 Law Firms</b></p>	 <p><b>2019 Winner</b></p>		

**SheppardMullin**

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