



# 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



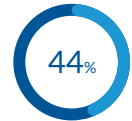
Women partners and partners of color make up 36% of the elected positions on our **Executive Committee**



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**



One of the firm's three managing partners is a woman



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

**D&I Office Working Groups:**  
office-specific groups that focus on improving diversity and creating an inclusive workplace

**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

## OFFICE WORKING GROUPS

### A D&I Evolution Method

Established in all domestic offices to unite office leaders and employees whose common goals are to improve office diversity and create a more inclusive workplace

### The Benefits



Supports firmwide inclusion agenda and mission



Provides an office-specific focus













Offers useful trainings, e.g., unconscious bias and microtriggers

# EXTERNAL ENGAGEMENT AND PARTNERSHIPS

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

<p><b>Educational content, speakers, and training (legal, D&amp;I, cultural)</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>Collaborate and co-host initiatives in conjunction with mutual affinity bar and legal organizations</b></p> 
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## A RECOGNIZED LEADER FOR DIVERSITY & INCLUSION AND CULTURE

 <p><b>RANKED 15<sup>th</sup></b> (tie) for Best Law Firms to Work For</p>	<p><b>RANKED 8<sup>th</sup></b> for Best Summer Associate Program</p>	<p><b>RANKED 16<sup>th</sup></b> (tie) for Overall Diversity</p>	<p><b>RANKED 26<sup>th</sup></b> for Firm Culture</p>	<p><b>RANKED 11<sup>th</sup></b> for Quality of Work</p>	<p><b>RANKED 9<sup>th</sup></b> for Wellness</p>
 <p><b>2024 Seramount Best Law Firm for Women</b> 7<sup>th</sup> Consecutive Year</p>	 <p><b>2023 6.0 Certification "Plus" Status by Diversity Lab</b></p>	 <p><b>The American Lawyer 2023 Diversity Scorecard Top 100 Law Firms – #58</b></p>	 <p><b>Corporate Equality Index</b> 2023 Annual Rating of LGBTQ Workplace Benefits 100% for 13<sup>th</sup> Consecutive Year</p>		
 <p><b>2023 Top 50 Law Firms</b></p>	 <p><b>2022 Yale Law Women Top Firms for Gender Equity and Family Friendliness</b></p>	 <p><b>2022 Inclusion Blueprint Champion</b></p>	 <p><b>2019 Winner</b></p>	 <p><b>ChIPs 2019 Honor Roll Award</b></p>	

CONNECT *with us*  
today to **LEARN MORE:**

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