

WOMEN LAWYERS GROUP



The Women Lawyers Group (WLG) is dedicated to providing a professional community that encourages women attorneys to identify and adopt the tools and resources that help attorneys achieve their fullest professional potential.

WLG serves as a vital, powerful, and inclusive network, connecting and supporting attorneys across the firm at all stages of their careers. The group collaborates with all firm members to foster an environment where everyone can thrive and contribute to collective success.

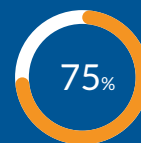
FIRM GOVERNANCE & LEADERSHIP



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

WOMEN ATTORNEY DEMOGRAPHICS

57%

Women make up 57% of our 2023 summer class

46%

Women make up 46% of our 2023 first-year class

53%

Women make up 53% of our associate class

40%

Women make up 40% of our 2023 partnership classes

27%

Women make up 27% of our partnership

DIVERSITY & INCLUSION LEADERSHIP

Core group of D&I leaders is responsible for setting long-term strategic goals for diversity and inclusion at Sheppard Mullin, and identifying short-term, actionable objectives to foster an inclusive culture where everyone has equal opportunities to succeed and build meaningful careers.

INTERNAL WOMEN'S INITIATIVES

- Women Lawyers Group National Leadership Council**
 Provides leadership and mentorship to all chapters of the firm's Women Lawyers Group.
- Women Lawyers Group Local Chapters**
 Provides leadership and support to all women attorneys in each U.S. office in the firm.
- Parent Connection Group***
 Offers support and resources and fosters community amongst parents and caregivers in the firm.
- Leave Liaisons***
 Liaisons are partners, associates, and/or special counsel and available before, during and after caregiver leaves to assist with all aspects of and questions related to leave.
- Flexible Work Arrangements***
 Flexible policy designed for associates requesting part-time work arrangements due to family, health or other personal reasons with clear paths from flexible work arrangements to partnership.
- Back-Up Care Solutions***
 Program designed to help find temporary care for children or adult/elder family members when regular care arrangements are unavailable or not feasible.

**Internal policies and benefits are gender inclusive and offered to all parents and caregivers in the firm.*









EXTERNAL WOMEN'S INITIATIVES

The firm regularly supports and provides attorney involvement for bar associations, law school initiatives, and legal pro bono/nonprofit efforts that promote diversity and inclusion in the profession and greater community. Many of our women attorneys are leaders in bar associations and other community organizations.

- ABA Presidential Initiative on Achieving Long Term Careers for Women In the Law**
 Sheppard Mullin is a prominent sponsor of this new ABA initiative that seeks to underscore the benefits of women remaining in the profession and highlight the career paths of senior women lawyers for the next generation.
- In-House Initiative**
 Sheppard Mullin partners with an external leadership institute to host a full-day training program for in-house counsel who aspire to the general counsel role.



A RECOGNIZED LEADER FOR DIVERSITY & INCLUSION AND CULTURE

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

SheppardMullin

in X f @ www.sheppardmullin.com