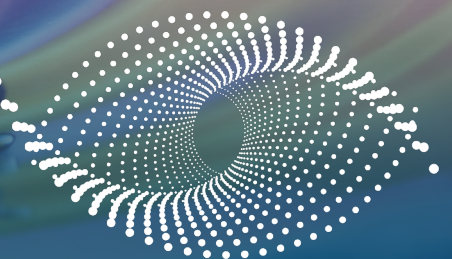


Diversity, Equity and Inclusion

2021 HIGHLIGHTS



Dechert
LLP



Diversity, Equity and Inclusion

Leading from the Front

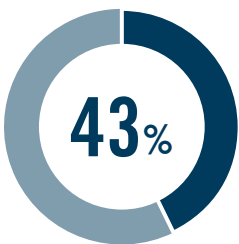


“Actionable allyship moves beyond passive solidarity and requires speaking up or intervening during acts of marginalization, even at the risk of backlash or negative consequences. As **catalysts for change**, Dechert remains committed to doing our part in fighting systemic racism, social injustice and inequity.”

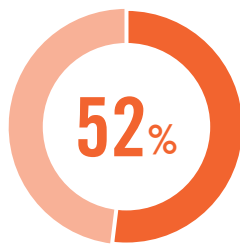
- **Satra Sampson-Arokium**,
Chief Diversity, Equity and Inclusion Officer

- Using his voice to take a powerful stand, our Chief Executive Officer, **Henry Nassau**, published a **Leaders at the Front Pledge**. His pledge is a bold action plan to create meaningful and measurable changes at Dechert and within the legal industry. Read his pledge [here](#) on the Leadership Council on Legal Diversity’s website.
- In 2021, Dechert became one of the first firms to pilot the **Mansfield Rule in the UK**. The Mansfield Rule, overseen by Diversity Lab, has become the standard by which U.S. law firms track and measure their diversity.
- Dechert was the first law firm to sign the **Business Statement Opposing Anti-LGBTQ State Legislation**, taking a stance against discrimination of LGBTQ people in proposed U.S. legislation.

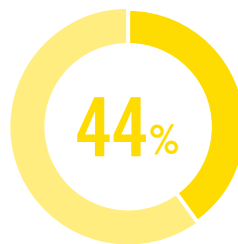
By the Numbers



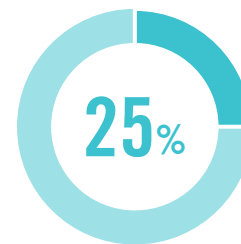
43% of the Policy Committee [senior leadership team] are women or diverse partners.



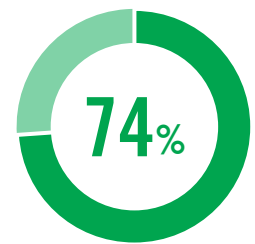
52% of the lawyers most recently promoted to partner [effective January 1, 2022] are women.



44% of our global offices are managed by women or diverse partners.



25% of partners globally are women.



74% of our most recent Fall 2021 class of new associates in the U.S. are women or diverse.

Racial Justice Initiatives: Allyship in Action

The Global Conversation Continues

Launched originally in 2020, Dechert's **Stand Against Racism Town Hall and Speaker Series** continues today and has become an integral part of our culture. As part of our "Building Understanding" employee program, our Speaker Series is an ongoing strategic initiative designed to open conversations within Dechert about racism, anti-racist policies, allyship, and equity. Our objectives are to provide a safe space for the Dechert community to learn, share ideas and support each other. Prominent guest speakers have included:

- Following the Derek Chauvin verdict, Emmy-nominated writer, activist and comedian **Baratunde Thurston** moderated a powerful town hall session for the Dechert community.
- **Tonya Parker**, reportedly the first openly gay judge in Texas, joined us to discuss issues around oppression and privilege.
- **Renee Montgomery** shared her experiences as a WNBA basketball player and as a campaigner advocating for equality and social justice reform.
- **The Right Honourable David Lammy MP** was invited for a candid discussion about race and inequity after the racist abuse during the Euro football championship and following the 2021 publication of a UK government report, which concluded that there was no systemic racism in the UK.



Hear insights and lessons learned from our past speakers.

Standing in Solidarity with our Asian Community

We **spoke out** as hate crimes towards members of the Asian community saw a rise around the United States. We condemned this discrimination and acknowledged the continuing impact of racism.



Andy Levander (Chairman) and **Henry Nassau** (CEO)

“As allies, we all have a responsibility to raise and support marginalized voices in our daily lives and to speak out against hate.”

Black British Network



Dechert proudly sponsored the **Black British Network (BBN)**, a new initiative created by 56 Black Men campaign founder Cephias Williams that seeks to work toward the social and economic advancement of Black people in the UK. Members of Dechert's London office participated in a series of Roundtable Conversations with other leading UK companies. Dechert is taking the insights from these conversations to help prepare BBN's Black Paper, a resource focusing on tangible actions to better serve the Black community. As part of this initiative the firm also participated in the BBN's "**Portrait of Black Britain.**" Two of our associates, Melissa Ayeltigah (London) and Jonathan Burke (London), were featured in the photographic series celebrating the Black community in the UK.



Accountable Now

Dechert worked with The Leadership Conference on Civil and Human Rights' efforts to create the first national database of police "use of force" data. A 20+ strong pro bono team analyzed data from 200 U.S. law enforcement agencies to kickstart Accountable Now (www.accountablenow.com/). For the first time, the public can track how and when police use force across the country. The endeavor was named a "2021 Innovation in Diversity" by *Profiles in Diversity Journal*.



Juneteenth

Dechert was a market leader in giving time off to commemorate Juneteenth in 2020 and made it a U.S. firm holiday in 2021. We encouraged our community to invest this time in learning about the tragic killing of George Floyd and others, the events of 2020, and the history that preceded them.



DEI Toolkit

Dechert encourages continuous learning by offering a comprehensive Diversity, Equity and Inclusion Toolkit on the firm's intranet site, which includes media articles, podcasts, book recommendations, and access to trainings.

LCLD Fellows and Pathfinders

Dechert participates in the Leadership Council on Legal Diversity (LCLD) Fellows Program and LCLD Pathfinders Program. Both programs are designed to connect high-potential attorneys with professional development and networking opportunities. LCLD Fellows have an opportunity to network with general counsel and managing partners from preeminent organizations for a year long, multi-tiered professional development series. Pathfinders gain practical tools for developing and leveraging professional networks, leadership skills and career development strategies.



*May Chiang,
2021 LCLD Fellow,
Partner (New York)*



*Arwa A. Abdelmoula,
2021 LCLD Pathfinder,
Associate (Philadelphia)*



*Anna Do,
2021 LCLD Pathfinder,
Associate (Los Angeles)*



"At Dechert, we celebrate authenticity, excellence, and innovation. We strive to create a culture where everyone's voice is valued and where all individuals have equitable access to resources and development opportunities."

- Abbi Cohen

Deputy Chair of Diversity, Equity and Inclusion

Diversity Champions

Dechert's diverse, multinational identity is a core component of who we are. Recognizing the individuals who serve as role models for the inclusive, open culture we value, Dechert offers the Diversity Champions Award. In 2021, members of the Dechert community submitted close to 100 nominations, ranging from partners to business service professionals. Five Diversity Champions were recognized by firm leadership, with honorees each awarded a \$10,000 bonus.



Pictured from L-R are Diversity Champions Tamer Mallat, Associate (New York); Julia Markham Cameron, Associate (New York); Fadela Mohamdi, Legal Secretary (Paris.); Gabrielle Piper, Associate (New York); and Audrey Wagner, Counsel (Washington DC)

Key Initiatives



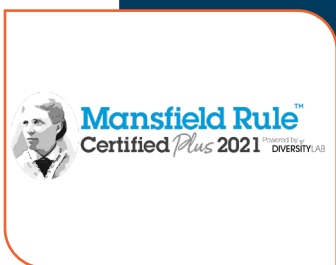
Aspiring Solicitors

Dechert is an Affiliate Partner of Aspiring Solicitors, a UK organization which aims to increase diversity in the legal profession by working with its 65,000+ members from underrepresented groups to achieve their goal of obtaining a training contract. 2021 marks the fifth successful year of Dechert's sponsorship of the organization's national Commercial Awareness Competition, with the winners offered a vacation scheme and opportunity to interview for a training contract at Dechert.



Inclusive Leadership

Commitment to diversity and inclusion stems from the top. Our partners have been participating in interactive sessions on inclusive leadership since 2018. In 2021, the training expanded to the entire Dechert community. We covered such issues as affinity bias, attribution bias, covering, in and out groups, actionable allyship, unconscious bias, and inclusive leadership in times of crisis. Individuals participate in interactive sessions that center around dramatizations that prompt conversations, challenge stereotypes, and inspire change.



Mansfield Rule Certification

Dechert achieved Mansfield Rule Certification Plus for the third consecutive year, as a result of the firm's strong commitment to moving the needle on diversity and inclusion. This certification recognizes law firms that have increased the representation of historically underrepresented lawyers in law firm leadership by broadening the pool of women, lawyers of color and LGBTQ+ lawyers who are considered for significant governance roles, senior lateral openings and promotions.



Diversity, Equity and Inclusion Week

During the firm's second annual DEI Week, Dechert hosted a conversation with Dr. Makaziwe Mandela, the eldest daughter of President Mandela, who shared insights on her family's work to bring greater unity to the world. Our community also joined in to connect across differences and inspired each other to take a break by sharing their favorite vacation or staycation photo, making a difference with acts of kindness, and some other lighthearted and fun moments.



Sponsorship and Sustained Support (SASS) Program

Through our [Global Women's Initiative](#), we continued to identify and implement initiatives that promote opportunities for women to advance and lead throughout the firm. We continued to organize our SASS women into several cohorts led by partner faculty. SASS cohorts are designed to provide support and actionable skills as women continue learning and networking together to navigate the path to partnership.



Diversity Liaison Partners

Selected to oversee the diversity, equity and inclusion efforts of their respective practice groups, Diversity Liaison Partners collaborate with the Diversity, Equity and Inclusion team to exchange valuable information and insights. In 2021, DLPs received extensive training from Professor Jerry Kang from UCLA School of Law regarding an evidence-based approach to diversity and inclusion. With this background, DLPs are better equipped to monitor assignments for equitable distribution of opportunities and workflow and ensure that diverse individuals are being mentored/sponsored, advised on their development, and promoted internally and externally to the firm and clients.

Affinity Groups

Building Community

Our affinity groups help to build community and foster an inclusive culture at Dechert. They support the development and retention of diverse lawyers, while also educating Dechert colleagues about the history and traditions of their cultures.

Affinity groups include the Asian Affinity Group, Black Lawyers Alliance, Dechert Family Network, Disability Affinity Group, Global Women's Initiative, Greater Middle Eastern Alliance, Latino Affinity Group, LGBTQ Affinity Group, London IDC, Paris IDC, and Veteran Affinity Group (Dechert Heroes).

Our affinity groups host lively and thought-provoking events throughout the year to celebrate the cultural differences within the Dechert community.



Asian Affinity Group

Emmy Award-winning co-anchor of ABC News' Nightline, Juju Chang joined us during Asian American Pacific Islander Heritage Month to discuss the rise in violence against Asian Americans and how we can each play a role as allies to stop the hate. To celebrate Lunar New Year, author and TV writer, Charles Yu discussed his award-winning book, *Interior Chinatown*.



Black Lawyers Alliance

The Black Lawyers Alliance supported our ongoing Speaker Series throughout 2021. Dechert also celebrated UK Black History Month at the iconic Royal Automobile Club in London where partners Vince Cohen and Smridhi Gulati spoke alongside in-house counsel and leaders in the legal industry to discuss the retention and progression of black lawyers. A highlight of the evening included an inspirational keynote address by The Honourable Stuart Lawrence, brother of Stephen Lawrence who was murdered in 1993, aged 18, in a racist attack in the UK.



Disability Affinity Group

Dechert launched a new Disability Affinity Group in recognition of persons of all abilities. The group is open to attorneys and business service professionals with disabilities, employees who have family members with disabilities, allies of people with disabilities, and all others interested in disability issues. The group's primary mission is to build awareness around disability inclusion issues and to advocate for an inclusive and accessible workplace where all professionals feel valued.



Family Network

The Family Network hosted a Town Hall where all colleagues were invited to share their everyday experiences, needs, stressors, and strategies around work/life balance amidst the pandemic and return to office.



Global Women's Initiative

Sandie Okoro, the first British national and first black woman to serve as Vice President for Compliance at the World Bank, joined us on International Women's Day for a conversation exploring leadership, inclusion, equity, and mentorship as well as the role that lawyers can play to address gender bias and inequity.



Latino Affinity Group

We celebrated Hispanic Heritage Month by hosting a program with John Quiñones, the Emmy Award-winning veteran of ABC News and host of What Would You Do? He spoke honestly about his inspiring experience of being a child of migrant workers and how he broke through many barriers and stereotypes in order to succeed.



LGBTQ Affinity Group

During Pride Month, we welcomed Adam Rippon, the first openly LGBTQ American man to compete for the United States at the Winter Olympics, for a fireside chat during which he shared his experience as an LGBTQ athlete and post-Olympic life, the impact of social media, and his activism.



London Inclusion & Diversity Committee

In celebration of UK Black History Month, we hosted an engaging UK Black History Month event with Akala, an award-winning hip hop artist and historian, and best-selling author of *Natives*, who took us on a journey through the neglected history of Black Britain.



Dechert Heroes (Veteran Affinity Group)

Dechert Heroes hosted an impactful Veteran's/Remembrance Day event with Rich Diviney, a 20+ year Navy officer and SEAL veteran. He leveraged his experience to discuss the attributes and drivers of high-performing teams and individuals. Based on his years of service, he shared that a true leader is defined by their empathy, selflessness, authenticity, decisiveness, and accountability.



“Creating an inclusive workplace is at the center of Dechert’s mission and culture. We are incredibly proud of our accomplishments and are committed to remaining at the forefront of diversity, equity and inclusion in the legal profession.”

- Andrew Wong

Chair of Diversity, Equity and Inclusion Committee

Awards & Recognitions



- Best International Firm for Diversity – *Euromoney*.
- Certified as a Great Place to Work for the fourth consecutive year.
- Corporate Equality Index Best Places to Work for LGBTQ Equality for tenth year.
- Leading Inclusion Index Company for the second consecutive year.
- Diversity Leader Award, Team Award, and Innovations in Diversity Award – *Profiles in Diversity Journal*.
- 100 Best Companies, Best Company for Multicultural Women, and Best Companies for Dads – *Seramount*.
- Top Companies for Executive Women, for the third year – *Seramount*.
- Great Place to Work®, Fortune Best Workplaces™ in New York, and Best Workplaces™ in Consulting & Professional Services.
- Diversity and Inclusion Champion – *South Asian Bar Association of North America*.

Diversity, Equity and Inclusion Contacts



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