

Diversity and Inclusion at Dechert

“We strive to be a firm that reflects the diversity of the world in which we practice.”

Andy Levander, Chair of Dechert’s Policy Committee

Our Mission

Diversity and Inclusion are at the core of our culture and business. They shape the Firm’s Personal Commitments and Guiding Principles. Our mission is to:

- Maintain an inclusive environment that cultivates and values different backgrounds and perspectives.
- Harness the power of difference to enrich our relationships with clients through diverse and talented teams.
- Create equal and fair access to all aspects of firm life.
- Uphold our commitment to diversity by being a leader in the field through innovation and sustained diligence.



Diversity Committee

- Retention and leadership initiatives
- Asian, Black, Family, Greater Middle Eastern, Latino, LGBTQ and Veteran affinity groups
- LGBTQ Ally program
- Educational workshops, events and training



Recruiting

- Targeted recruiting of a diverse group of lawyers
- Support for underrepresented law student groups
- Summer associate programs
- Support for legal pipeline programs



Global Women’s Initiative

- Mentoring, development and leadership
- Networking and other events
- Recruiting



Community and Social Responsibility

- Pro bono legal services
- Racial justice initiatives
- Support for local bar associations
- Global Dechert Day of Service

Mansfield Rule 2020 Certified “Plus”

The Mansfield Rule measures whether law firms have affirmatively *considered* women, LGBTQ+, and minority lawyers — at least 30% of the candidate pool — for promotions, senior level hiring, and significant leadership roles in the firm. In addition, Dechert achieved Mansfield “Plus” status, which means that the firm *reached* at least 30% diverse lawyer representation in a notable number of current leadership roles and committees.



Mansfield Rule[™]
Certified *Plus* 2020 Powered by DIVERSITYLAB

Rankings and Recognition

- Perfect score in the corporate equity index (CEI) and named one of the best places to work for LGBTQ equality – *Human Rights Campaign*, 2021
- Most Outstanding Firm for Diversity and Inclusion – *Chambers Europe*, 2019
- Best International Firm for Minority Women Lawyers – *Euromoney*, 2020
- Diversity Leader Award – *Profiles in Diversity Journal*, 2020
- Diversity Team Award – *Profiles in Diversity Journal*, 2020
- Top Companies for Executive Women – *National Association for Female Executives*, 2020
- Named a “Great Place to Work” – 2020
- Leading Inclusion Index Company on the Diversity Best Practices Inclusion Index – *Working Mother*, 2020
- 100 Best Companies – *Working Mother*, 2020
- Best Law Firms for Women – *Working Mother*, 2020
- Best Companies for Dads – *Working Mother*, 2020

Diversity and Inclusion Contacts



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