

## Dechert LLP

**Headquarters:** Philadelphia/New York

**Industry:** Law Firm

**CEO:** David Forti and Mark Thierfelder (Co-Chairs)

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Dechert's **Partner Diversity Information Card** was designed and implemented to track diversity representation on client matters. An Information Card snapshot is included in the monthly partner report to keep equitable staffing top of mind.

Dechert's **affinity groups** continue to foster a diverse, inclusive and welcoming community. In addition to providing mentorship and professional development opportunities to members, the affinity groups host dynamic educational and thought-provoking events throughout the year to celebrate and recognize the diverse backgrounds and experiences throughout the firm.

Diverse associates and counsel from across the globe engaged in initiatives outlined in the **Roadmap to the 2024 Diverse Associates Symposium**. This roadmap offers monthly opportunities for participants to connect with each other and firm leadership, refine crucial skills through development-focused masterclasses, and gain insights from guest speakers.

The Global Women's Initiative (GWI) held the ninth annual Sponsorship and **Sustained Support (SASS) Program**, titled "Resilient and Ready," in Barcelona, Spain. This program is designed to guide women associates as they navigate the path to partnership. It featured sessions on rejuvenation, self-advocacy, taking control of one's career, and insights into the partnership path from recently promoted partners.

During Dechert's annual **Diversity, Equity, and Inclusion Week**, themed "Together We Rise," the firm invited colleagues to contemplate how the firm unites as a community and to celebrate the diversity that genuinely strengthens Dechert. The company organized

In the words of Dr. Maya Angelo, *"People will forget what you said, people will forget what you did, but people will never forget how you made them feel."* Take the time to listen and always treat people with dignity and respect.



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

**Credentials:** Masters of Public Administration from Marist College; B.A. in Political Science from the State University of New York at Albany

Satra Sampson-Arokium's expertise is in the strategic development of best-in-class DEI initiatives and programming. She partners with leadership to shift mindsets, behaviors, and practices towards more equitable and inclusive leadership for individuals and teams at Dechert as well as at other organizations.

Prior to joining Dechert in 2017, Mrs. Sampson-Arokium served in the same capacity at global law firm Arnold & Porter Kaye Scholer LLP. She also spent over a decade at Deloitte in various roles, including senior consultant for Global Diversity.

Mrs. Sampson-Arokium is a current and former board member of the Association of Law Firm Diversity Professionals (ALFDP) and former president of the Eastern Fairfield County Chapter and empowerment chair of the Eastern Region of Jack & Jill of America, Inc.

a variety of events and activities reflecting a commitment to these values. These included a donation drive for non-perishable food items and books to address food insecurity and enhance literacy in local communities. The firm also arranged outings to nearby outdoor parks or paths to foster stronger community bonds. Additionally, it hosted an interactive hybrid game to facilitate connection and learning among colleagues,

and a special Meditation Monday session centered on "A Happier Life Through Better Connection."

Dechert continued to recognize **Diversity Champions**, selecting three individuals in 2023 for significant contributions to the firm's affinity groups, diversity initiatives within the teams, and their efforts to foster the inclusive, open culture valued at Dechert.