

# 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. It shapes 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 that reflects the diversity of the world.
- 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, Latino, LGBTQ, Veteran affinity groups
- LGBTQ Ally program
- Educational workshops, events and training



### Recruiting

- Targeted recruiting of diverse group of lawyers
- Support wide range of law student groups
- Summer associate programs
- Support legal pipeline programs



### Global Women’s Initiative

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



### Community and Social Responsibility

- Pro bono legal services
- Support local bar associations
- Global Dechert Day of Service

## Mansfield Rule 2.0 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**<sup>™</sup>  
**Certified Plus 2019** Powered by DIVERSITYLAB

## Rankings and Recognition

- Most Outstanding Firm for Diversity and Inclusion - *Chambers Europe*, 2019
- Perfect score in the corporate equity index (CEI) and named one of the best places to work for LGBTQ equality – *Human Rights Campaign*, 2019
- Diversity Leader Award – *Profiles in Diversity Journal*, 2019
- Top Companies for Executive Women – *National Association for Female Executives*, 2019
- Named a “Great Place to Work” – 2019
- 100 Best Companies – *Working Mother*, 2019
- Best Law Firms for Women – *Working Mother*, 2019
- Commendation for Diversity Award – *LawCareers.Net*, 2019
- All Star Awards for Performance in Recruiting Outstanding Diverse Talent – *Aspiring Solicitors*, 2019

## Diversity and Inclusion Contacts



### Andrew S. Wong

Partner  
Chair of the Diversity Committee  
+1 213 808 5710  
andrew.wong@dechert.com



### Abbi Cohen

Partner  
Deputy Chair of Diversity and Inclusion  
+1 215 994 2352  
abbi.cohen@dechert.com



### Sabina Comis

Partner  
Co-chair of Global Women’s Initiative  
+33 1 57 57 81 66  
sabina.comis@dechert.com



### Satra Sampson-Arokium

Director, Diversity and Inclusion  
+1 212 698 3692  
satra.sampson-arokium@dechert.com



### F. Amanda DeBusk

Partner  
Co-chair of Global Women’s Initiative  
+1 202 261 3452  
amanda.debusk@dechert.com



### Alison Bernard

Chief Talent and Human Resources Officer  
+1 212 641 5662  
alison.bernard@dechert.com

Attorney advertising. Prior results do not guarantee a similar outcome.