

Diversity and Inclusion

2019 Highlights



"To best address our clients' most complex problems, we need a diverse group of people with different viewpoints."

- Abbi Cohen, Deputy Chair of Diversity and Inclusion



Mansfield RuleTM
Certified *Plus* 2019 Powered by DIVERSITYLAB

Dechert Achieves Mansfield Plus Certification

Dechert achieved Mansfield Rule 2.0 Plus Certification for 2019, 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.

In addition, Dechert achieved Mansfield "Plus" status, which means that the firm reached 30% diverse lawyer representation in a notable number of current leadership roles and committees.

The rule is named for Arabella Mansfield, the first woman admitted to practice law in the U.S.

By the Numbers

- 43% of Policy Committee (senior leadership team) are women, LGBTQ or diverse partners
- 42% of partner promotions over the last two years are women, LGBTQ or diverse partners
- 40% of lateral partner hires over the last two years and 70+% of 2019 lateral partner hires are women
- 36% of offices are managed by women, LGBTQ or diverse partners
- 55% of the lawyers being promoted to partner effective January 1, 2020 are women



“Respecting and valuing everyone’s voice is fundamental in our organization and in building a firm where people are trusted and empowered.”

- Satra Sampson-Arokium, Director of Diversity and Inclusion

Key Initiatives

Diversity Champions

With 26 offices around the globe, our 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 the program’s first year, our people nominated more than 100 of their peers, ranging from partners to business service professionals. Five Diversity Champions were recognized by firm leadership at our annual all-hands event.

Dechert’s establishment of this accolade recognizing key advocates for diversity at the firm has been named an “Innovation in Diversity” by Profiles in Diversity Journal in its Innovation in Diversity Awards 2019.

Inclusive Leadership

Commitment to diversity and inclusion stems from the top. At the 2018 Partner Retreat — the annual gathering of all of

Dechert’s partners from around the world — firm leaders dedicated several hours to an intense, interactive session on inclusive leadership. Topics included affinity bias, attribution bias, covering, in and out groups, priming and unconscious bias. This program continued throughout 2018 and 2019, with partner meetings every 6-8 weeks devoted to further building inclusive leadership skills. In 2020 the program will be expanded to associates and business service professionals.

SASS

The firm’s Sponsorship and Sustained Support (SASS) program, launched in 2015, is designed to help Dechert women associates navigate the path to partnership. In the five years prior to its implementation, 18% of lawyers promoted to partner were women. In the five years since its implementation, 31% were women. While we aim to achieve parity, we are pleased with the positive trajectory.

Awards and Accolades



Pictured L-R are: Carol Widger, Karen Coppens, Satra Sampson-Arokium and Clare Barnard

Outstanding Firm for Diversity and Inclusion in Europe

Dechert was named “Outstanding Firm for Furthering Diversity and Inclusion” by Chambers at its inaugural European Diversity & Inclusion Awards 2019. The firm was lauded for the achievements of its Global Women’s Initiative (GWI) in Europe.

- Perfect score in the corporate equity index (CEI) and named one of the best places to work for LGBTQ equality – **Human Rights Campaign**
- Diversity Leader Award – **Profiles in Diversity Journal**
- Top 10 Innovations in Diversity Award Winner – **Profiles in Diversity Journal**
- Top Companies for Executive Women – **National Association for Female Executives**
- 100 Best Companies – **Working Mother**
- Best Law Firms for Women – **Working Mother**
- Top 10 Firms for Family Friendliness – **Yale Law Women**
- Highly Commended for Most Pioneering Firm for Female Lawyers – **Chambers USA**
- Commendation for Diversity Award – **LawCareers.Net**
- All Star Awards for Performance in Recruiting Outstanding Diverse Talent – **Aspiring Solicitors**



Great Place to Work®

Dechert has been certified as a great workplace by the independent analysts at Great Place to Work®. Dechert earned this accolade based on extensive ratings provided by its employees in anonymous surveys. This summer, 900+ Dechert people completed the Great Place to Work survey.



“Building community within Dechert and with our clients is the key to success.”

- Andrew Wong, Chair, Diversity and Inclusion Committee

Signature Events

Celebrating Our Cultures and Traditions

Dechert's affinity groups support the development and retention of diverse lawyers and educate others about the history and traditions of their cultures. Our affinity groups include:

- Asian Affinity Group
- Black Lawyers Alliance
- Family Network
- Latino Affinity Group
- LGBTQ Affinity Group
- Global Women's Initiative
- Veteran Affinity Group, Dechert Heroes

Our affinity groups host lively and thought-provoking events throughout the year.



Veterans Leadership Panel

Dechert Heroes hosted a discussion on leadership in Washington, D.C. Panelists shared experiences from Iraq, Afghanistan and elsewhere as they discussed what makes a good leader and how leadership skills can be applied from the battlefield to corporate America.



It's Time to [Wo]man Up in the Workplace

The Global Women's Initiative hosted a panel discussion in London to celebrate International Women's Day and commemorate the 100-year anniversary of women's rights to qualify and practice as solicitors.



National Museum of African American History & Culture

The Black Lawyers Alliance hosted an after hours client event at the National Museum of African American History and Culture in Washington, D.C., the only national museum devoted exclusively to the documentation of African American life, history and culture.



Exploring Asian Identity Through Traditional and Urban Dance

In celebration of Asian American and Pacific Islander Heritage Month, the Asian Affinity Group hosted an evening in New York exploring Asian identity through traditional and urban dance, featuring Ajna Dance Company, DANCE CHINA NY and Ishita Mili Global Exposé.



The Matthew Shepard Foundation

The LGBTQ Affinity Group welcomed Judy and Dennis Shepard, the parents of Matthew Shepard, whose tragic murder in 1998 galvanized a worldwide response against hate crimes and in support of the LGBTQ community, along with Jason Marsden, the Executive Director of the Matthew Shepard Foundation, for a panel discussion in New York.



56 Black Men

The 56 Black Men project, created by Cephas Williams, is a photo series and visual campaign focused on changing the narrative of black men in the media as an introduction to a wider conversation about our society. As well as bringing the exhibition to our London office, Williams joined panelists for a conversation exploring the stereotypes that impact black men in the professional services industry.



A History of Serving Our Nation

The Latino Affinity Group celebrated Hispanic Heritage Month by hosting in New York Jose Rene "J.R." Martinez, an American actor, author, motivational speaker and retired U.S. Army soldier. Martinez began his acting career on the Emmy Award-winning daytime drama All My Children. Since then he's appeared on numerous television shows and was crowned season 13 champion on Dancing with the Stars.



In Conversation with Master McCloud

The London GWI and I&D Committee celebrated the career of Queen's Bench Division Master Victoria McCloud. The evening included a premiere of her short biographical film, followed by a closer conversational look into the inspirational career of this senior transgender member of the judiciary.



Veterans Day

Dechert Heroes celebrated Veterans Day in New York by hosting Lt. Col. Dan Rooney, USAF, for a very moving discussion. A fighter pilot with three combat tours in Iraq, Lt. Col. Rooney is founder of The Patriot Golf Club, a PGA Professional and author of A Patriot's Calling — Living Life between Fear and Faith. He is also the founder of Folds of Honor, a nonprofit organization providing educational scholarships to the spouses and children of wounded or killed military service members.

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