

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, LGBT, Veterans affinity groups
- LGBT 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

Rankings and Recognition

- Perfect score in the corporate equity index CEI and names of the best places to work for LGBT equality – *Human Rights Campaign*, 2018
- Diversity Leader Award – *Profiles in Diversity Journal*, 2018
- Ranked #1 for International Pro Bono Work – *The American Lawyer*, 2017
- Europe Women in Business Law Award – *Legal Media Group*, 2017
- Women Worth Watching – *Profiles in Diversity Journal*, 2017

Diversity and Inclusion Contacts



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