

## Dechert LLP

Headquarters: Philadelphia, Pennsylvania & New York, New York

Industry: Law

CEO: Henry N. Nassau

# Dechert LLP

*"I will use my voice as a leader to advocate for diversity, equity and inclusion in the legal profession and in my community; ensure that our firm community continues to foster a culture of inclusion where everyone's voice is respected and valued; use my leadership position to build a more diverse and inclusive legal profession by improving the equity of processes such as recruitment, development, sponsorship and advancement of diverse attorneys and women; meet at least twice a year with my organization's Fellows and Pathfinders to discuss their experiences as well as opportunities for improvement and host an LCLD Leadership Lunch; engage with our Global Women's Initiative and Affinity Groups to hear about their experiences and perspectives on ways the firm/I can support their development and professional goals; and meet regularly with the firm's Deputy Chair of Diversity and Chief Diversity, Equity and Inclusion Officer to discuss progress against our diversity, equity and inclusion goals."*

– Henry Nassau, CEO

At Dechert, Diversity, Equity and Inclusion (DEI) is a strategic goal and top priority, and DEI is the responsibility of all Dechert personnel. The firm's formal DEI Strategy program is driven by five full-time professionals—Chief Diversity, Equity, and Inclusion Officer; Global Director of Diversity, Equity, and Inclusion; Global Manager of Diversity, Equity, and Inclusion; Diversity Specialist; and Global Talent Coordinator—who are responsible for strategic oversight and implementation of the diversity and inclusion initiatives of the firm. Dechert's firm-wide Diversity, Equity and Inclusion Committee comprises 20 members.

Diversity liaison partners (DLP), selected to oversee the diversity and inclusion efforts of their respective practice groups, collaborate with the DEI team to exchange valuable information and insights. They monitor assignments for equitable distribution of opportunities and workflow and ensure that diverse individuals are being mentored and sponsored, advised regarding their development, and promoted internally and externally to the firm and clients. In order to be effective, DLPs participate in regular training. For example, in 2021, DLPs received extensive training by Professor Jerry Kang from UCLA School of Law.

Our Asian, Black, Family, Greater Middle Eastern, Latino, LGBTQ, and Veteran affinity groups, in addition to our Global Women's Initiative, support the development and retention of diverse attorneys. In 2021, we launched a new Disability Affinity Group, whose primary mission is to advocate for an inclusive and accessible workplace.



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

**Her Credentials:** Master of Public Administration, Marist College; BA, political science, State University of New York at Albany

**Her Philosophy:** 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.



Dechert was one of the first firms to pilot the Mansfield Rule principles outside the United States, and in the United Kingdom, and the first law firm to sign the Business Statement Opposing Anti-LGBTQ State Legislation, taking a stance against discrimination of LGBTQ people in proposed U.S. legislation. In 2021, the firm spoke out as hate crimes toward members of the Asian community increased around the United States.

We sponsored the Black British Network (BBN), a 2021 initiative created by 56 Black Men campaign founder Cephas Williams. Our Stand Against Racism Town Hall and Speaker Series, launched in 2020, has become an integral part of our culture. Dechert was also a market leader in giving time off to commemorate Juneteenth (June 19).

In 2022, we will design and launch an effective firm-wide mentoring program; implement a partner diversity scorecard to track diversity representation on client matters and pitch teams; build on our town hall and racial justice; and continue our interactive sessions on inclusive leadership, including allyship, affinity bias, attribution bias, covering, in and out groups, priming and unconscious bias. Dechert will also host an in-person Diverse Lawyers' Symposium and a virtual SASS program for senior female associates, counsel, and national partners; and design DEI initiatives and professional-development opportunities for business service professionals.