



PROUD WINNER OF
**THE 2018 INNOVATIONS
 IN DIVERSITY AWARD**

5. Dechert LLP: Dechert Heroes

Introduced: 2018



In brief: Dechert Heroes, the firm’s newest affinity group, addresses issues important to military veterans, active-duty service members, and reservists, and was set up in the belief that nurturing diverse viewpoints and attracting people from varied backgrounds helps foster a high-performance culture. The group provides pro bono representation, helping with issues ranging from disability benefits and discharge upgrades to military sexual trauma. Dechert Heroes has also connected with Elite Meet, an outfit that helps former Special Forces operatives find their place in the civilian world, and is looking at ways to assist client companies with their own veterans groups.

6. Capital One: Catapult

Introduced: 2017



In brief: Offered in partnership with the National Minority Supplier Development Council (NMSDC), Catapult is an intensive, seven-month program, with the goal of developing a solution to a self-identified critical business challenge. The ten business owners selected to participate learn from experts on subjects ranging from design thinking, to innovation, to budgeting. The program culminates with business owners pitching the solution to their business challenge to a panel of judges. Participating companies are certified diverse businesses, at least 51 percent minority owned, managed, and controlled. In its second year, the program is focusing on women-owned businesses.

7. Fish & Richardson: Parental Leave Phased Hours Program (PL-PHP)

Introduced: 2017



In brief: Fish & Richardson’s Parental Leave Phased Hours Program supports primary caregivers as they transition between work and leave. PL-PHP provides the equivalent of an additional two weeks of compensated time in conjunction with parental leave (structured as a reduced billable goal). The goal is to help legal staff transition work and manage the demands of home; and to attract, retain, and promote women at the firm. So far, response has been overwhelmingly positive, and everyone who is eligible has taken advantage of the program.