

Dechert London
Office Diversity
Statistics —
2021



Dechert
LLP

Dechert London Office Diversity Statistics – 2021



INTRODUCTION

As a global law firm with 22 offices in 13 countries, Dechert has a multinational identity in which the principles of **diversity, equity and inclusion** (DEI) are at the core of our culture, business strategy, and guiding principles. Championing diversity is part of Dechert's DNA—a culture where respecting and valuing everyone's voice and creating a shared enjoyment in all we do empowers people from different backgrounds, experiences and points of view to be fully themselves and bring their very best. We believe that diversity and inclusion is key to building extraordinary teams.

In connection with our ongoing efforts in relation to DEI, we are pleased to publish our diversity statistics in relation to 2021 for the London Office. We believe that, in order to foster a diverse, equitable, and inclusive culture, and to drive change, measure progress, identify gaps, and ensure accountability, we need to understand our population demographics better. This report sets out on a variety of diversity statistics relating to characteristics such as age, gender identity, disability, ethnicity, sexual orientation, and socio-economic status. These statistics were gathered during the process of collating the Firm's response to the Solicitors Regulation Authority (SRA) Diversity Questionnaire in relation to 2021.

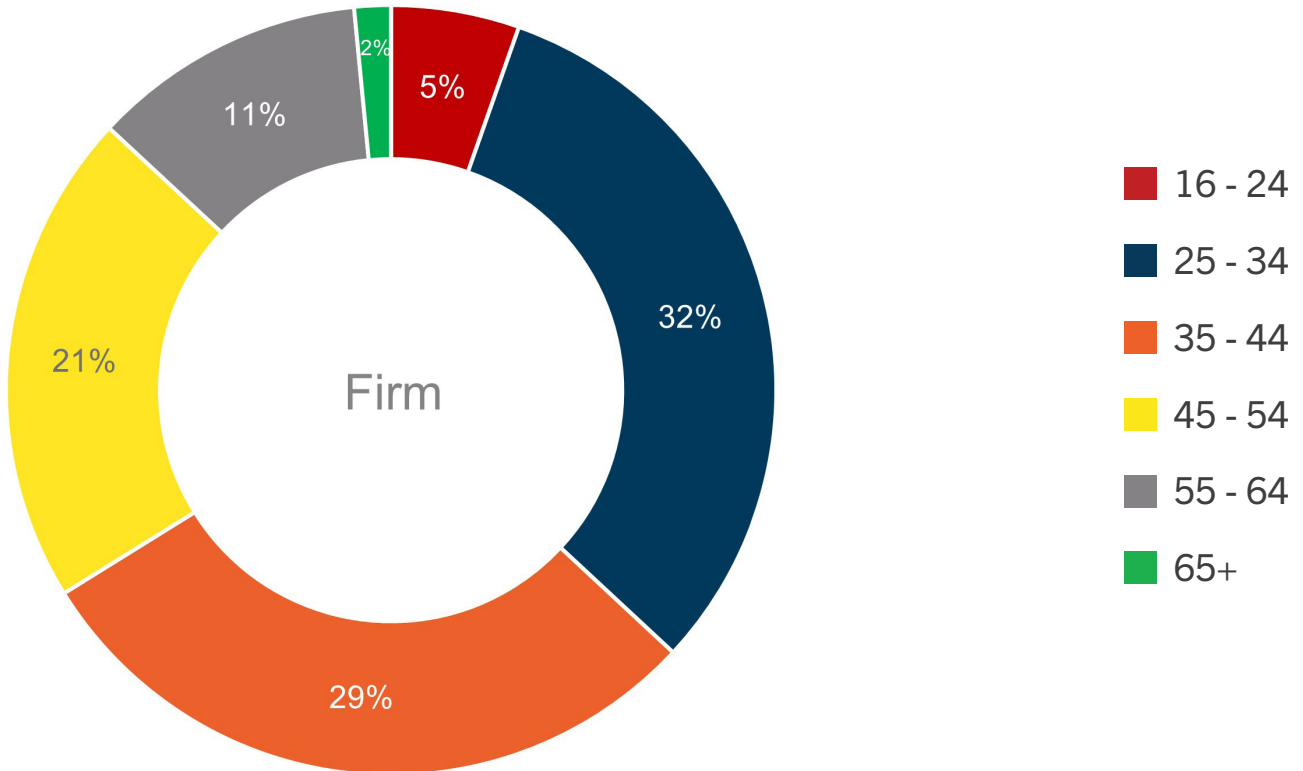
In 2021, we have implemented a [number of initiatives](#) in London in relation to DEI. We:

- became **one of the first firms to pilot the Diversity Lab's Mansfield Rule** principles in the United Kingdom. The Mansfield Rule, which measures the extent to which firms have considered women, LGBTQ and minority lawyers in the candidate pool for promotions, senior level hiring, significant leadership roles and participation in client marketing pitches, has become a key aspect of how U.S. law firms track and measure their diversity.
- addressed important social topics via our **Stand Against Racism** speaker series. Prominent speakers in this series have included:
 - British MP David Lammy, who discussed race and inequity after the UK government concluded there were no systemic racial or ethnic disparities in the country.
 - Makaziwe Mandela, President Nelson Mandela's daughter, who shared insights on her family's work.
 - Akala, an award-winning hip hop artist and historian, and best-selling author of *Natives*, who took us on a journey through the neglected history of Black Britain.
- hosted an engaging forum in London with in-house counsel and leaders to discuss strategies to **improve the retention of black lawyers**.
- sponsored, for the fifth consecutive year, **Aspiring Solicitor's** national Commercial Awareness Competition, aimed to increase diversity in the legal profession.

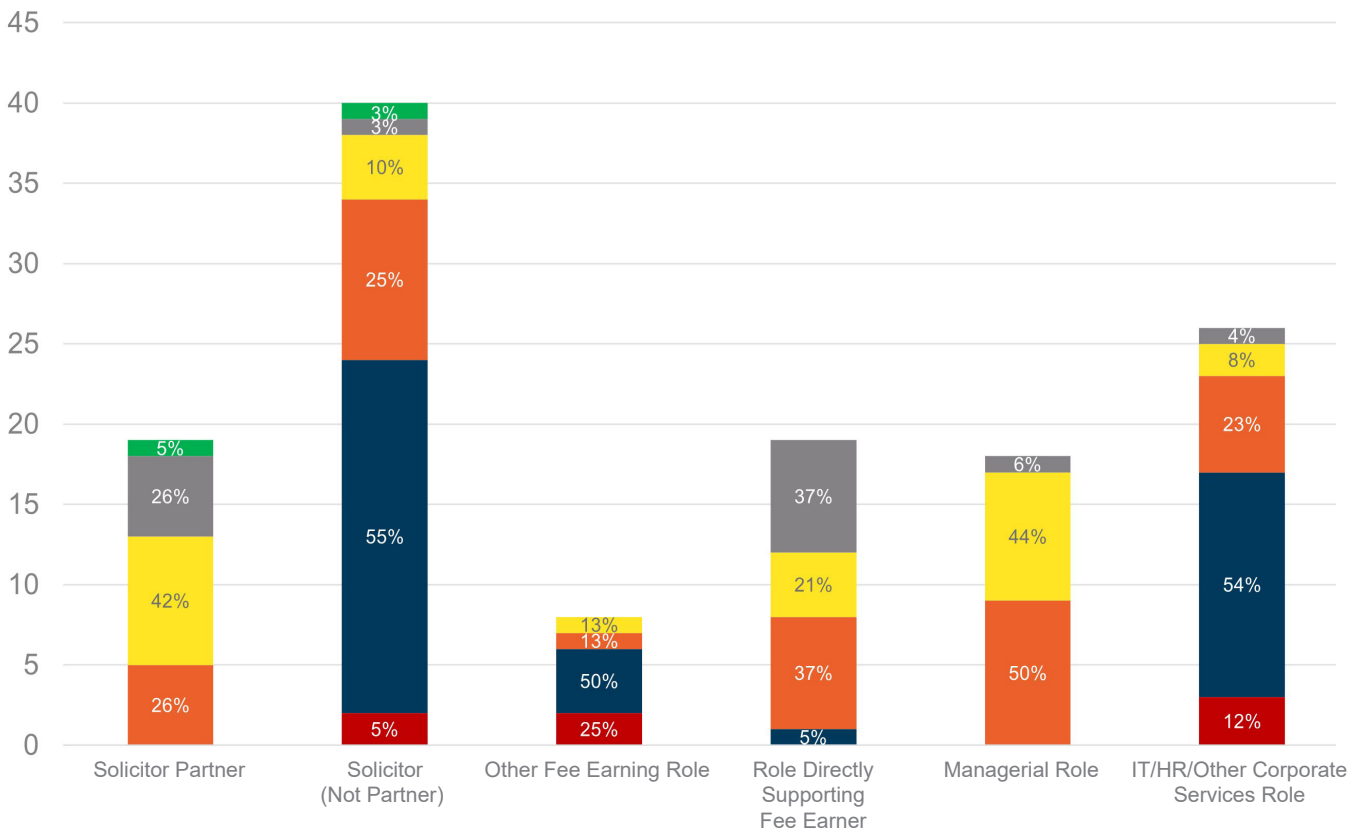
We will next report on our diversity statistics for the London Office in 2023. If you have any questions, please contact Katrina Phull, Global Diversity, Equity and Inclusion Manager.

AGE

Which age category are you in?*



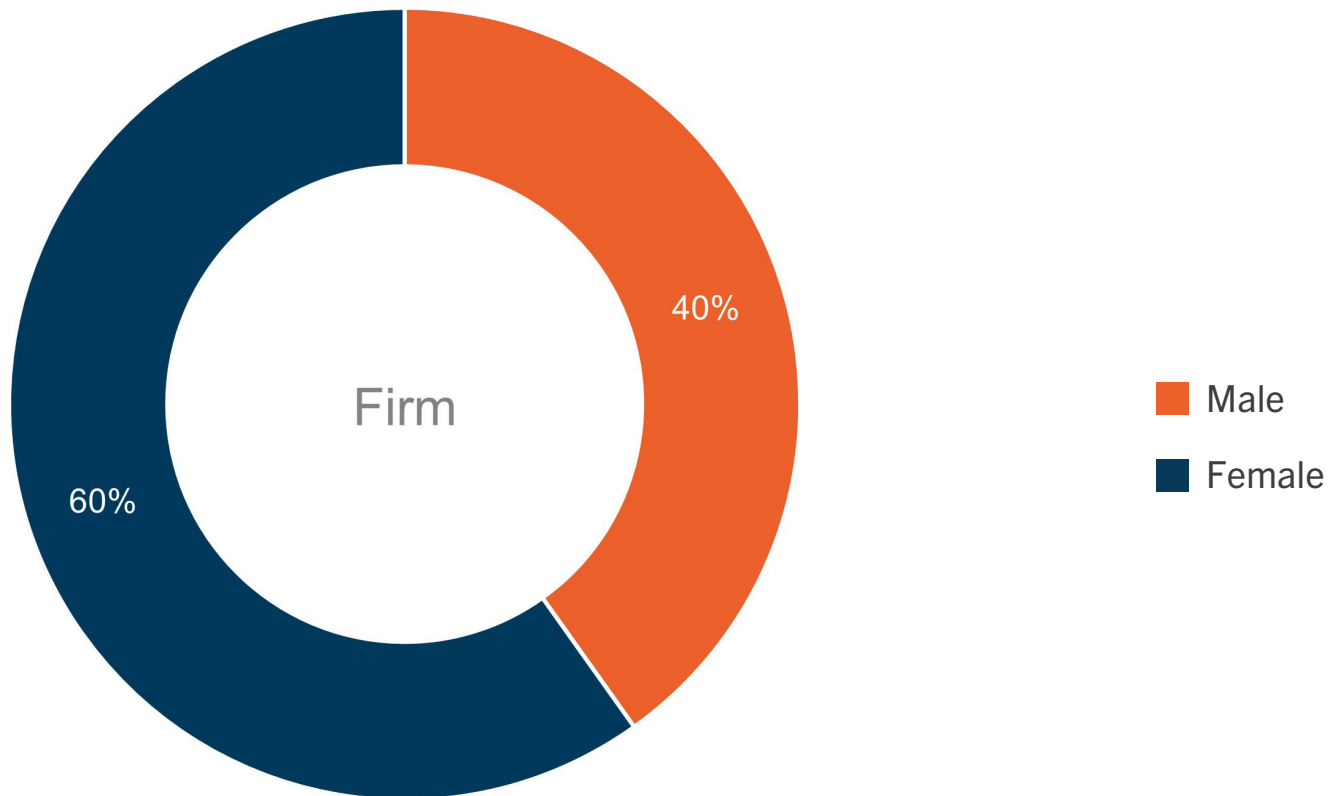
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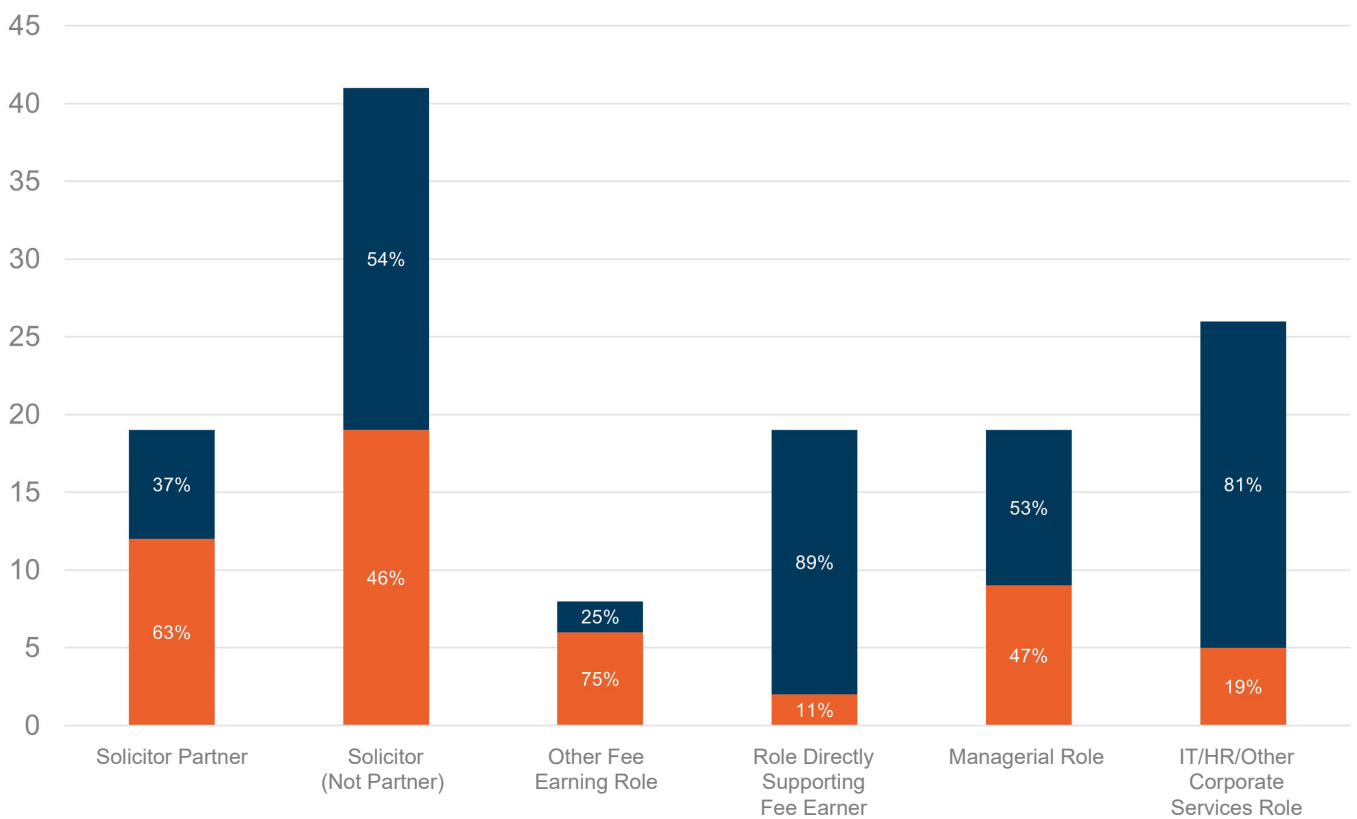
*Based on 130 respondents

GENDER IDENTITY

What is your sex?*



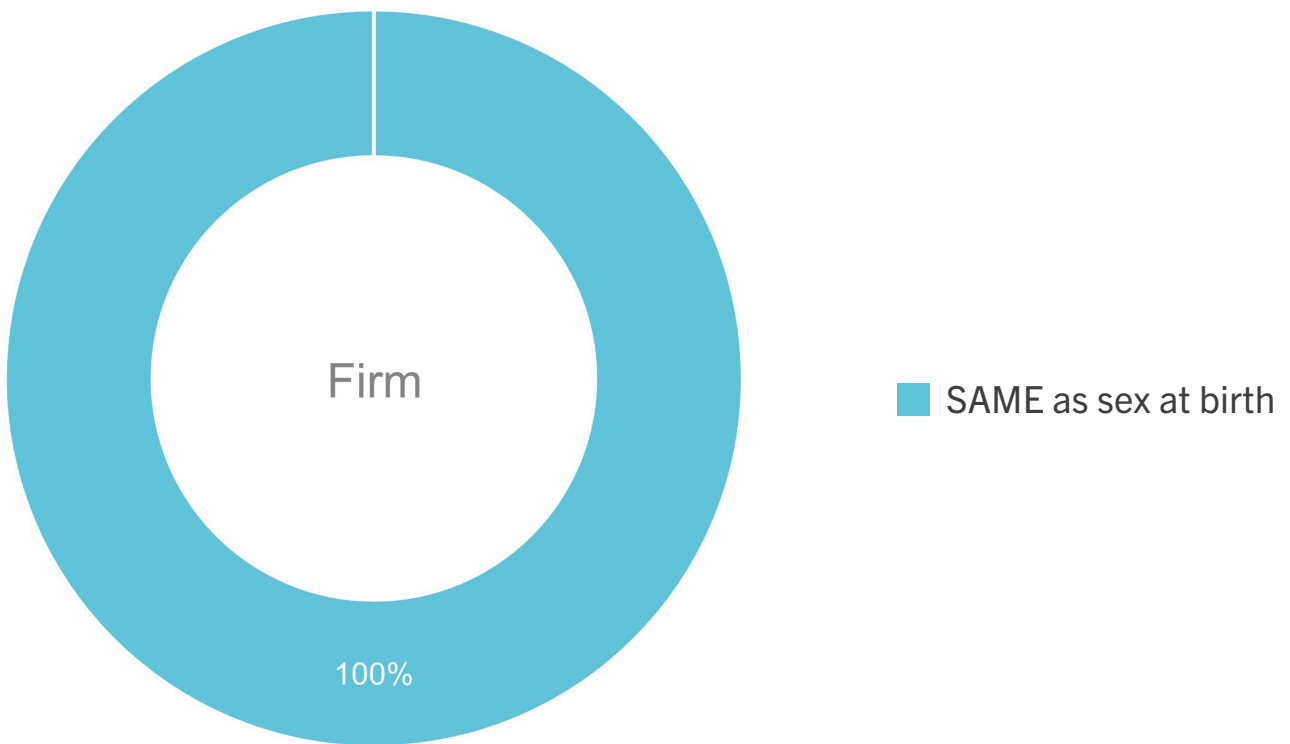
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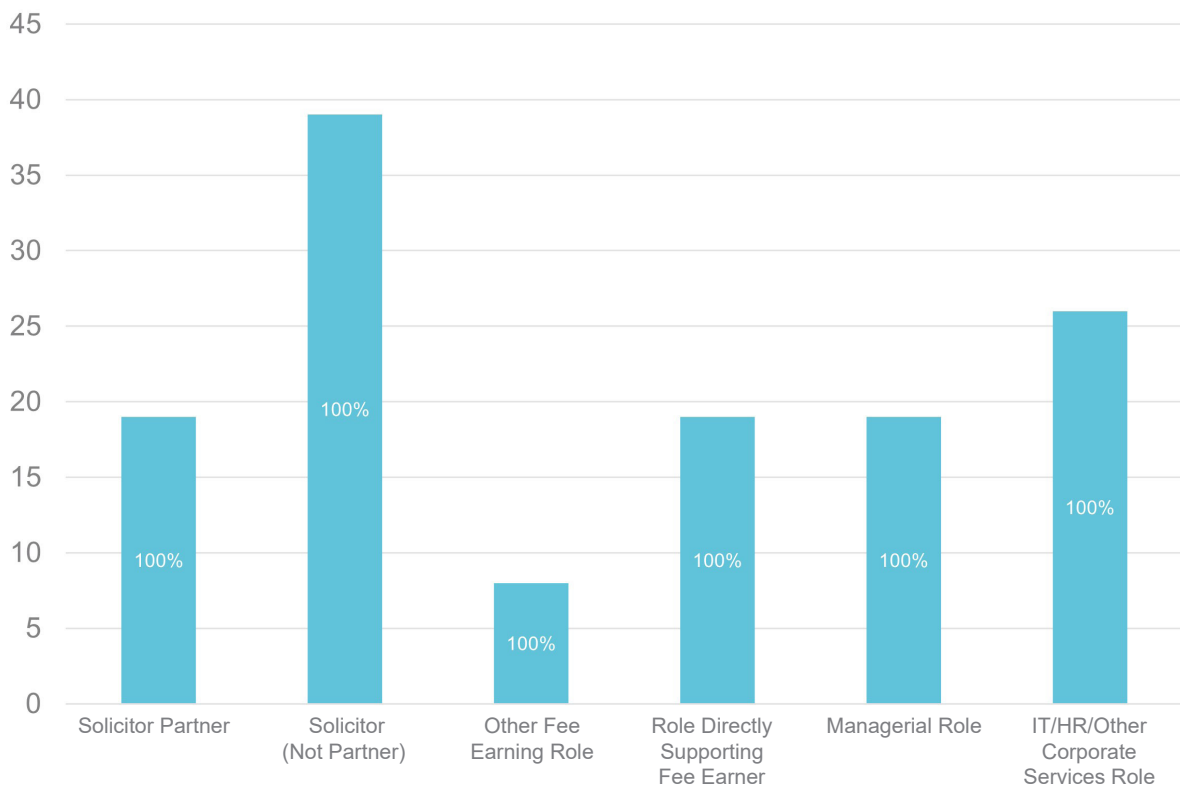
*Based on 132 respondents

GENDER IDENTITY

Is the gender you identify with the same as your sex registered at birth?*



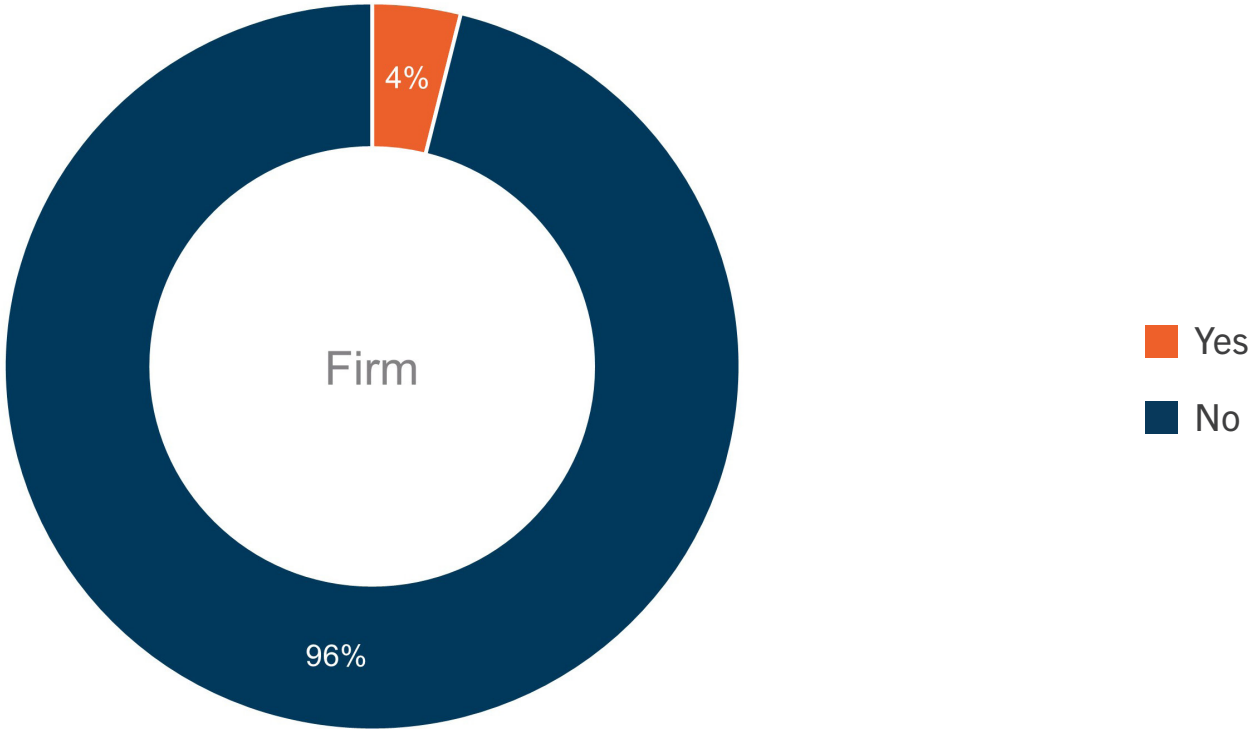
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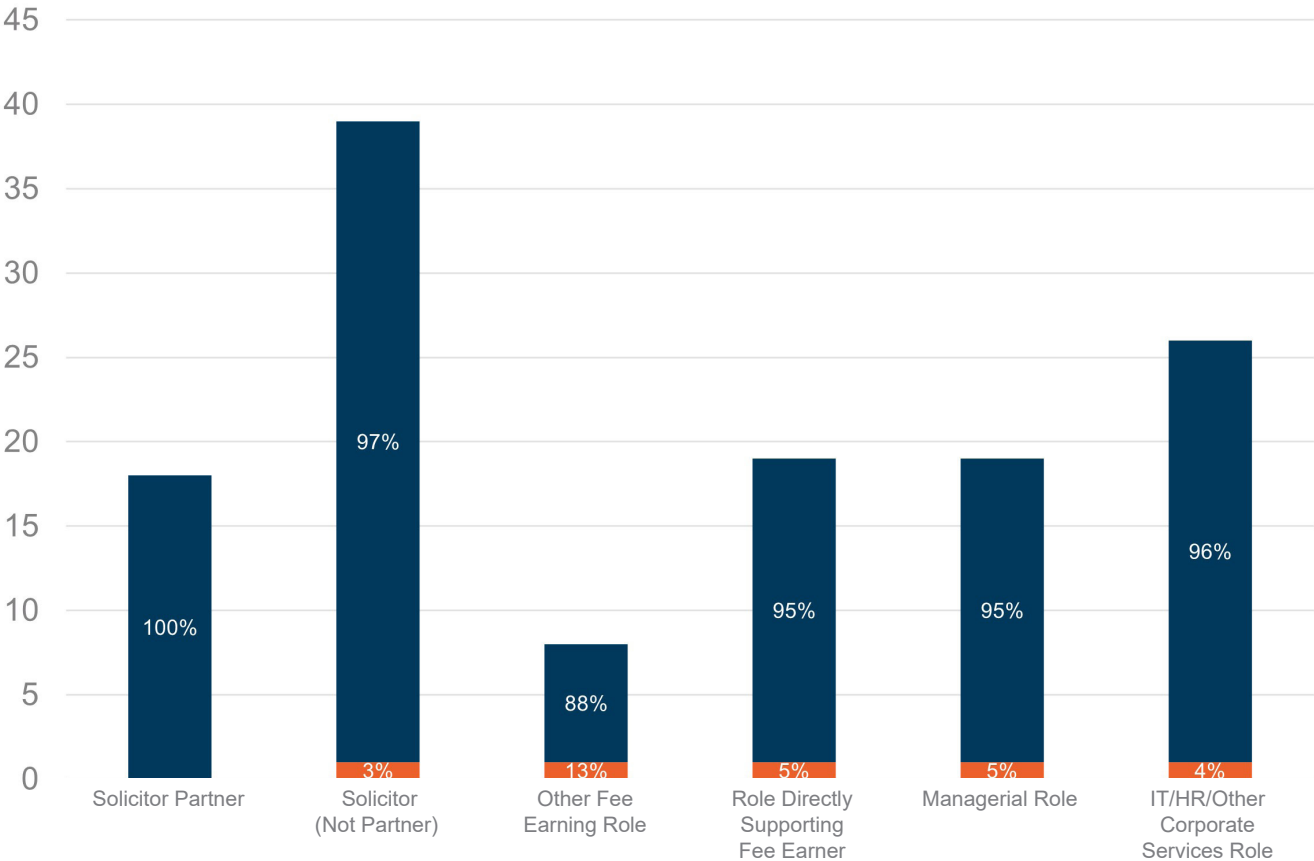
*Based on 130 respondents

DISABILITY

Do you consider yourself to have a disability according to the definition in the Equality Act of 2010?*



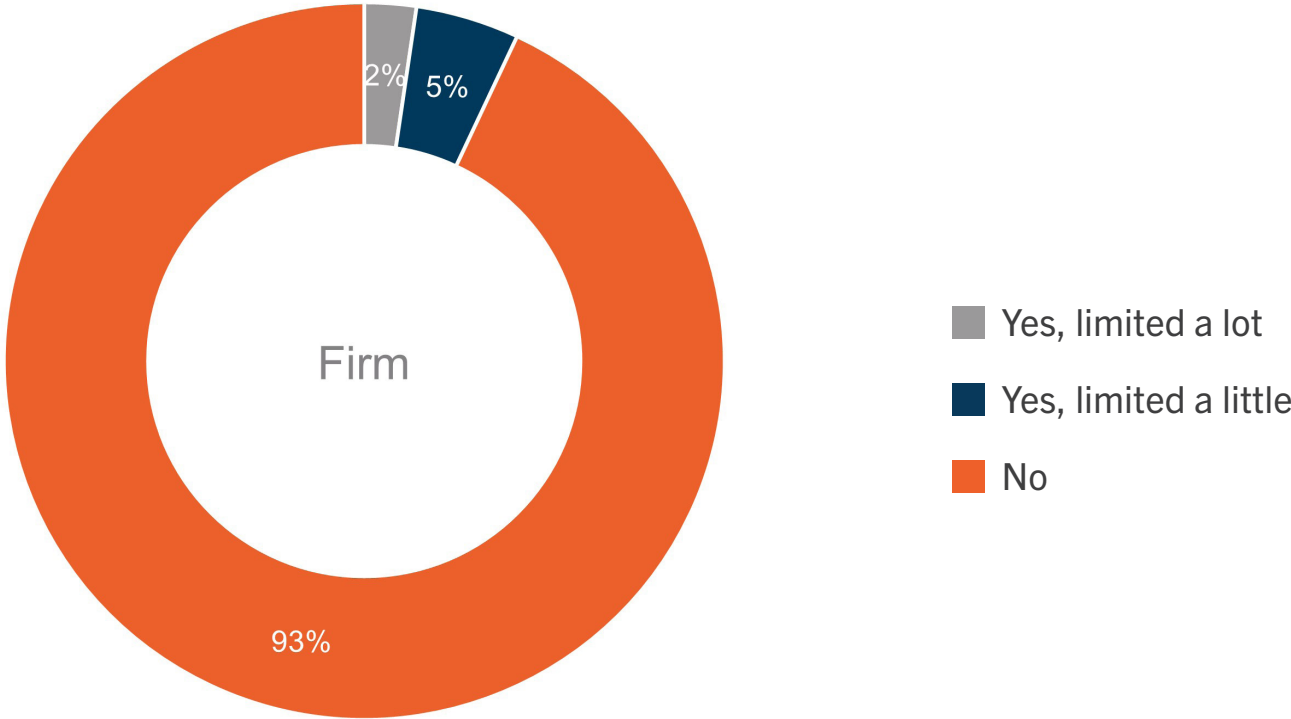
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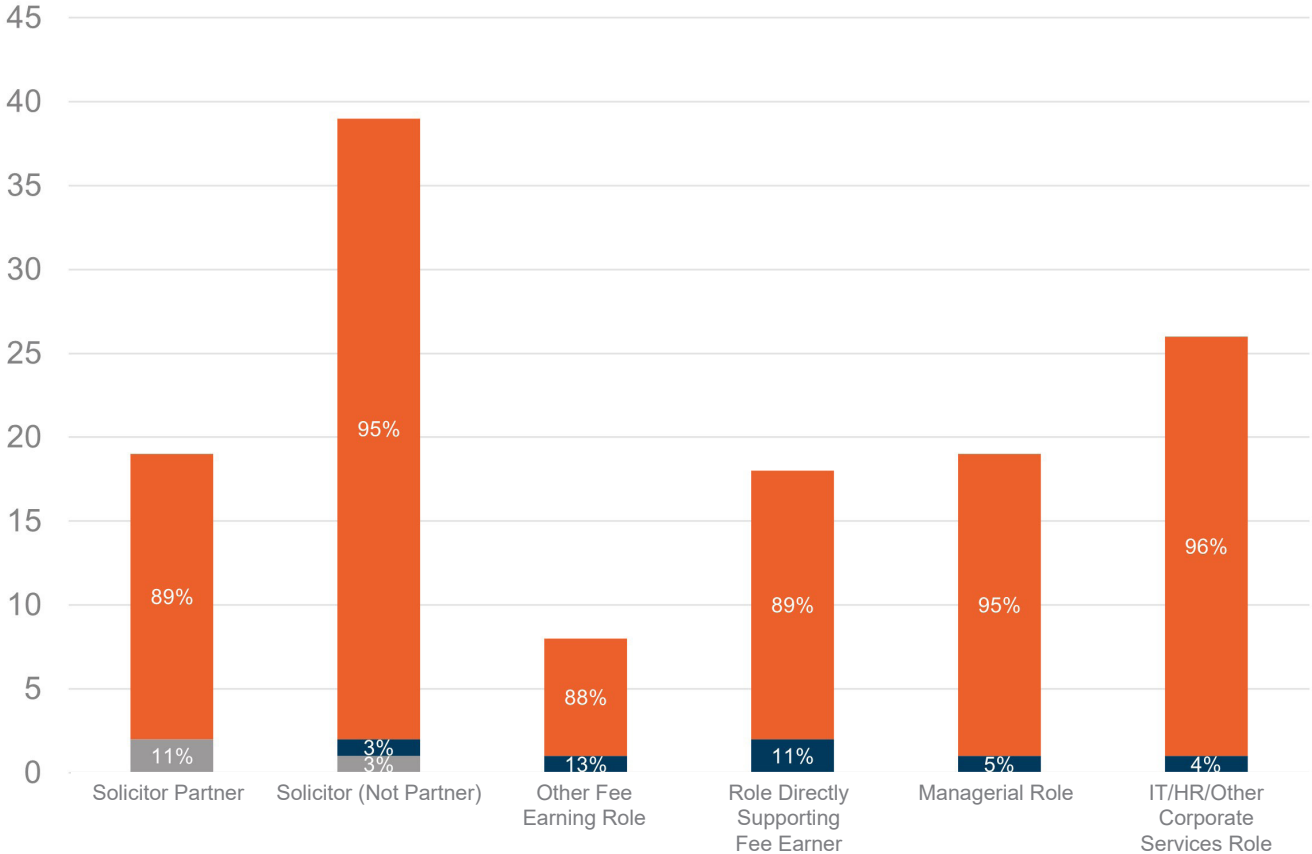
*Based on 129 respondents

DISABILITY

Are your day to day activities limited because of a health problem or disability, which has lasted or is expected to last at least 12 months?*



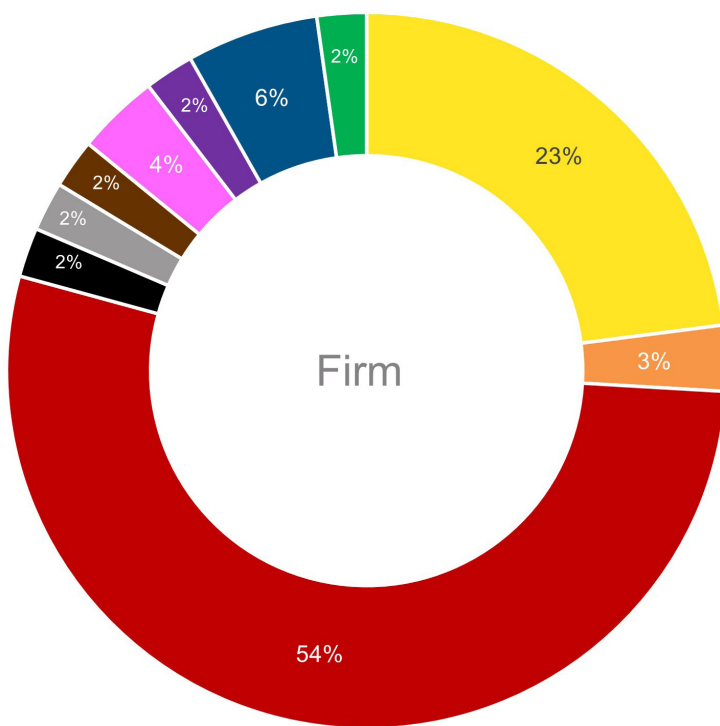
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*Based on 129 respondents

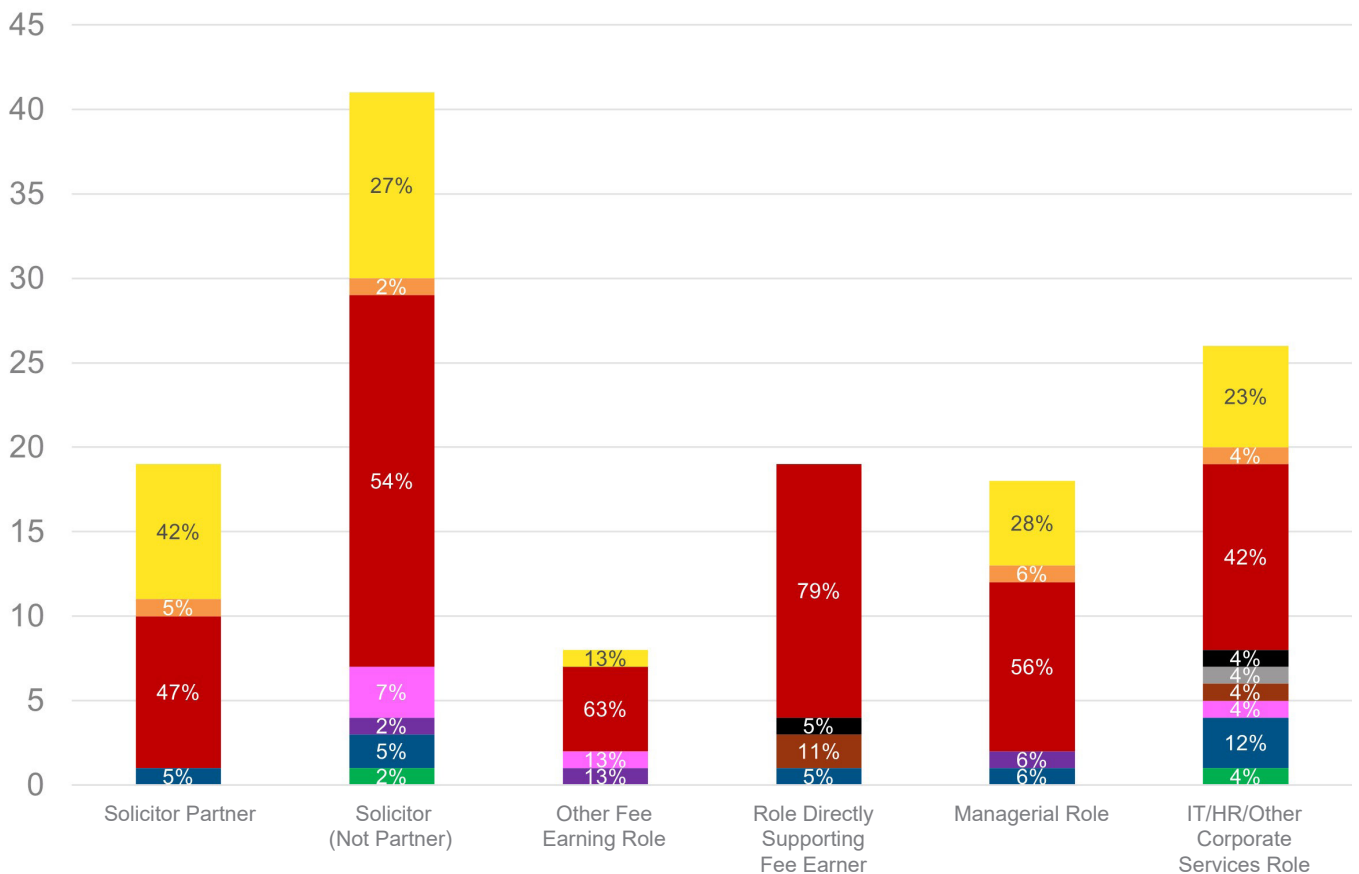
ETHNICITY

What is your ethnic group?*



- White - Any other White background
- White - Irish
- White - British / English / Welsh / Northern Irish / Scottish
- Mixed / Multiple ethnic group - Any other Mixed / multiple ethnic background
- Mixed / Multiple ethnic group - White and Black Caribbean
- Black / Black British Caribbean
- Black / Black British - African
- Asian / Asian British - Pakistani
- Asian / Asian British - Indian
- Asian / Asian British - Bangladeshi

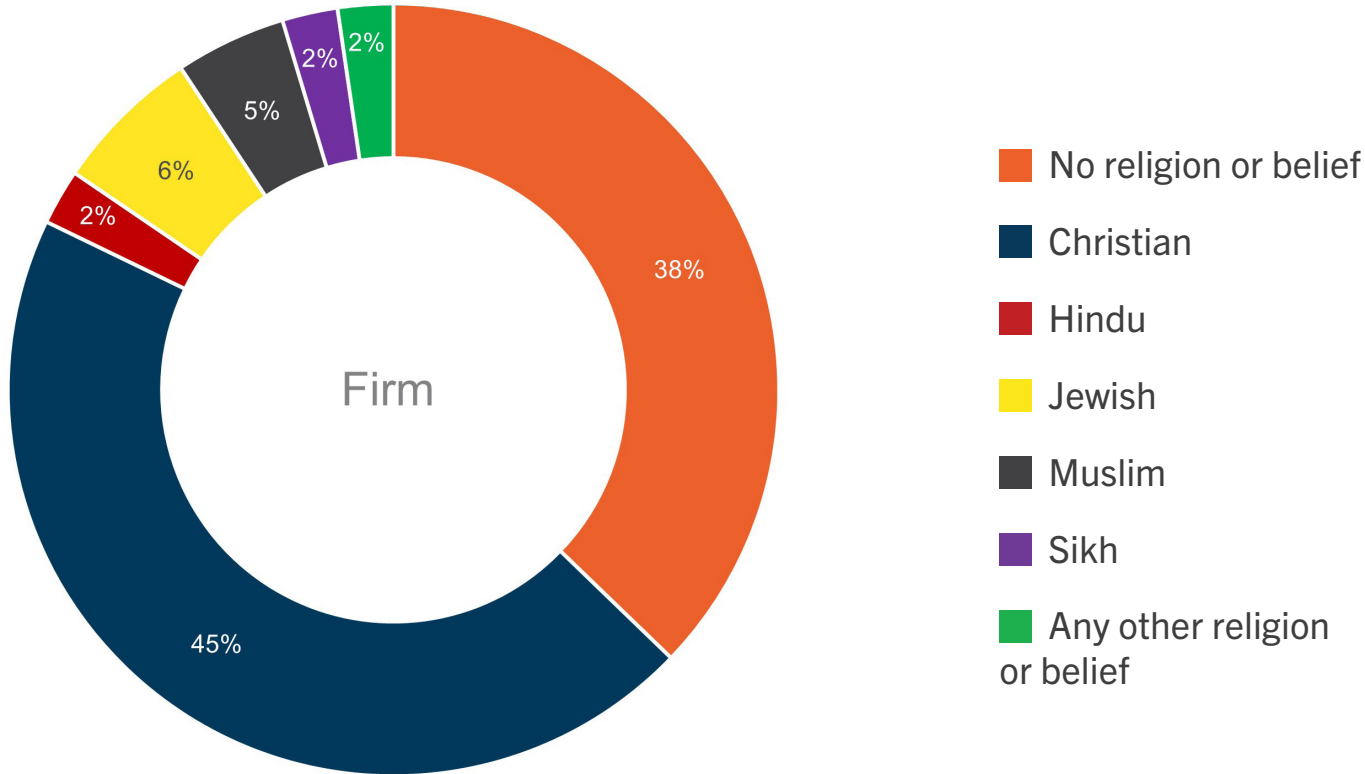
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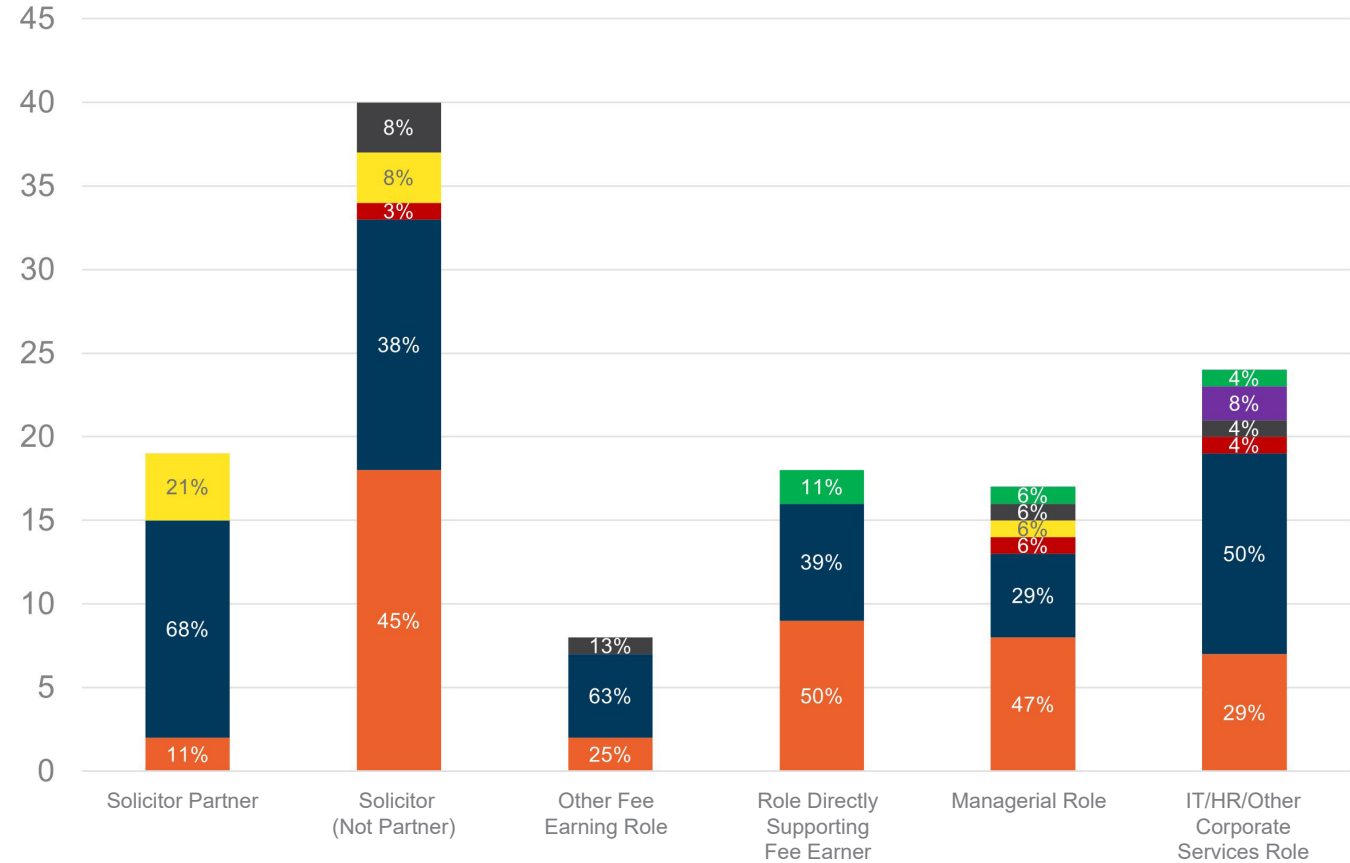
*Based on 131 respondents

RELIGION OR BELIEF

What is your religion or belief?*



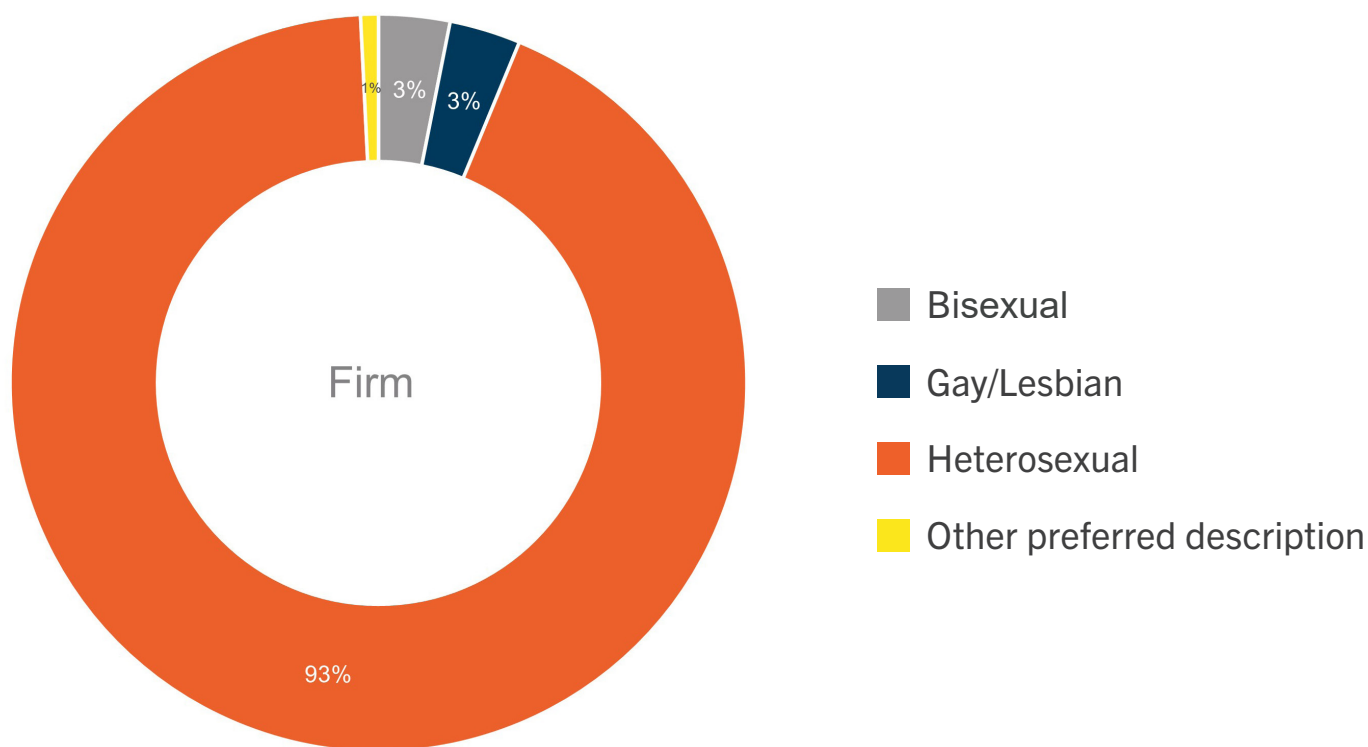
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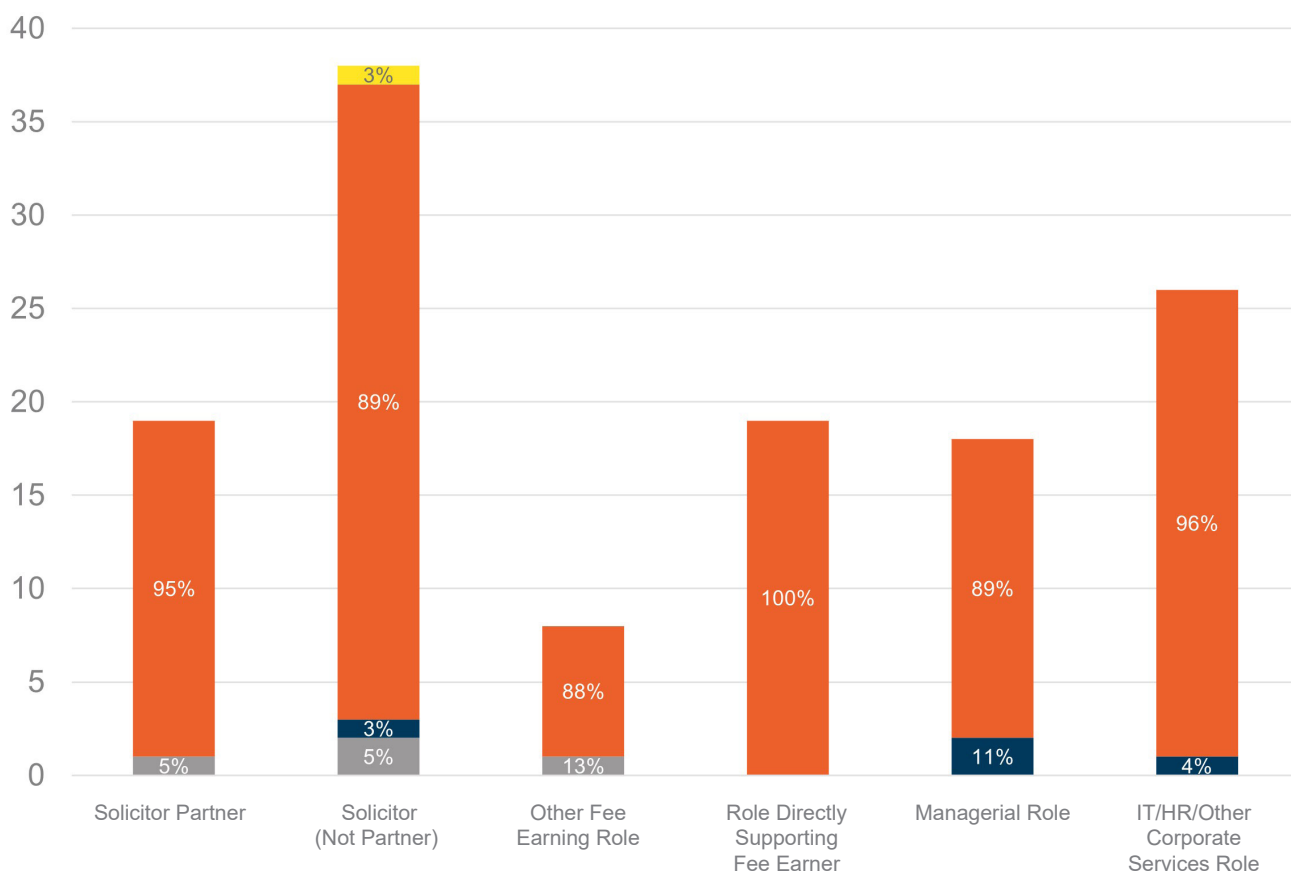
*Based on 126 respondents

SEXUAL ORIENTATION

What is your sexual orientation?*



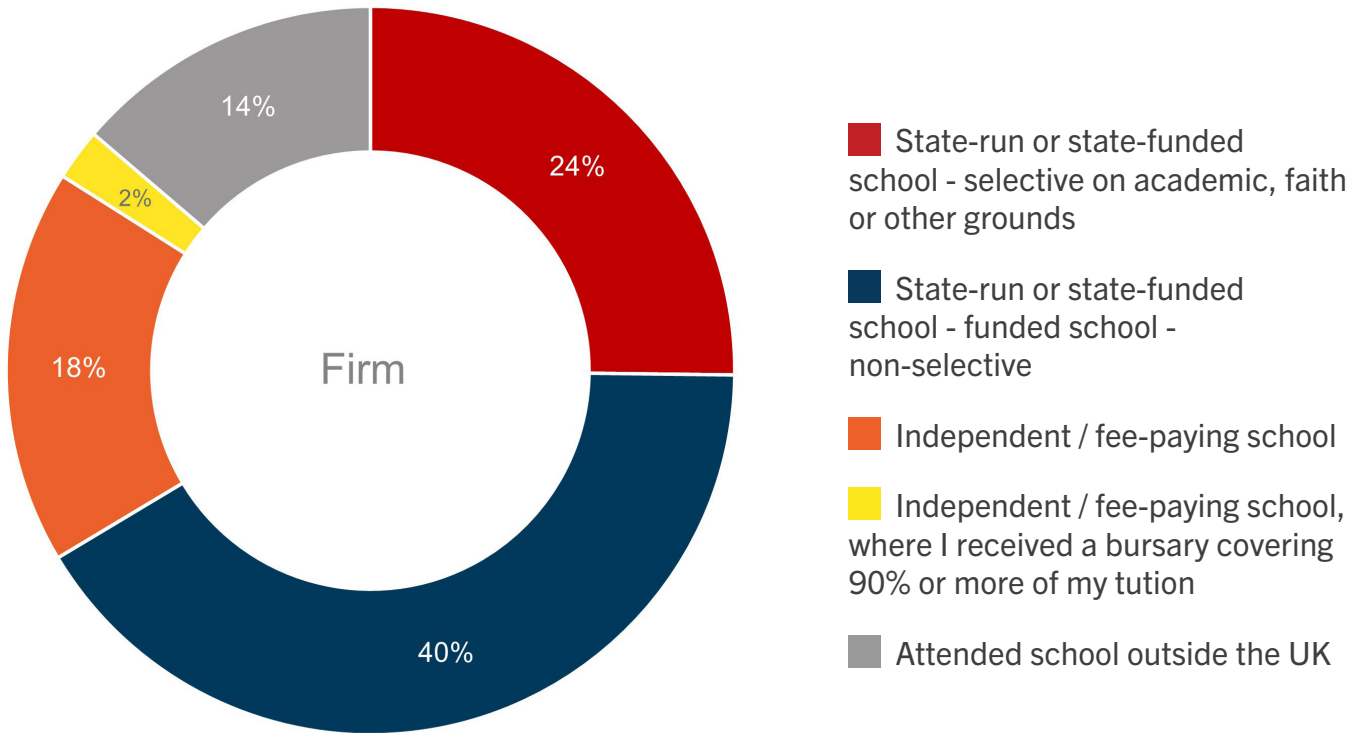
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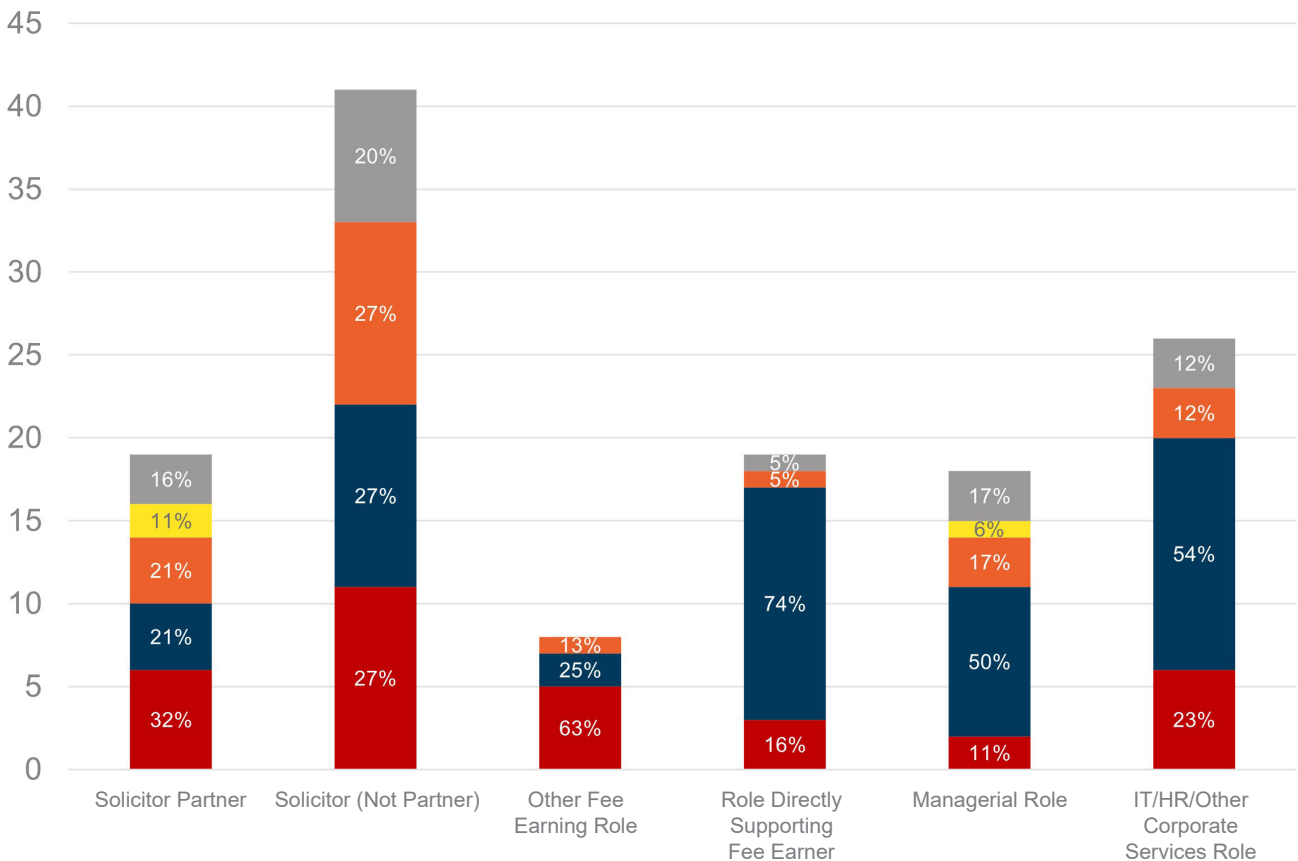
*Based on 128 respondents

SOCIO-ECONOMIC BACKGROUND

Which type of school did you attend for the most time between the ages 11-16? - If you changed schools, please base your answer on the last two years of your education.*



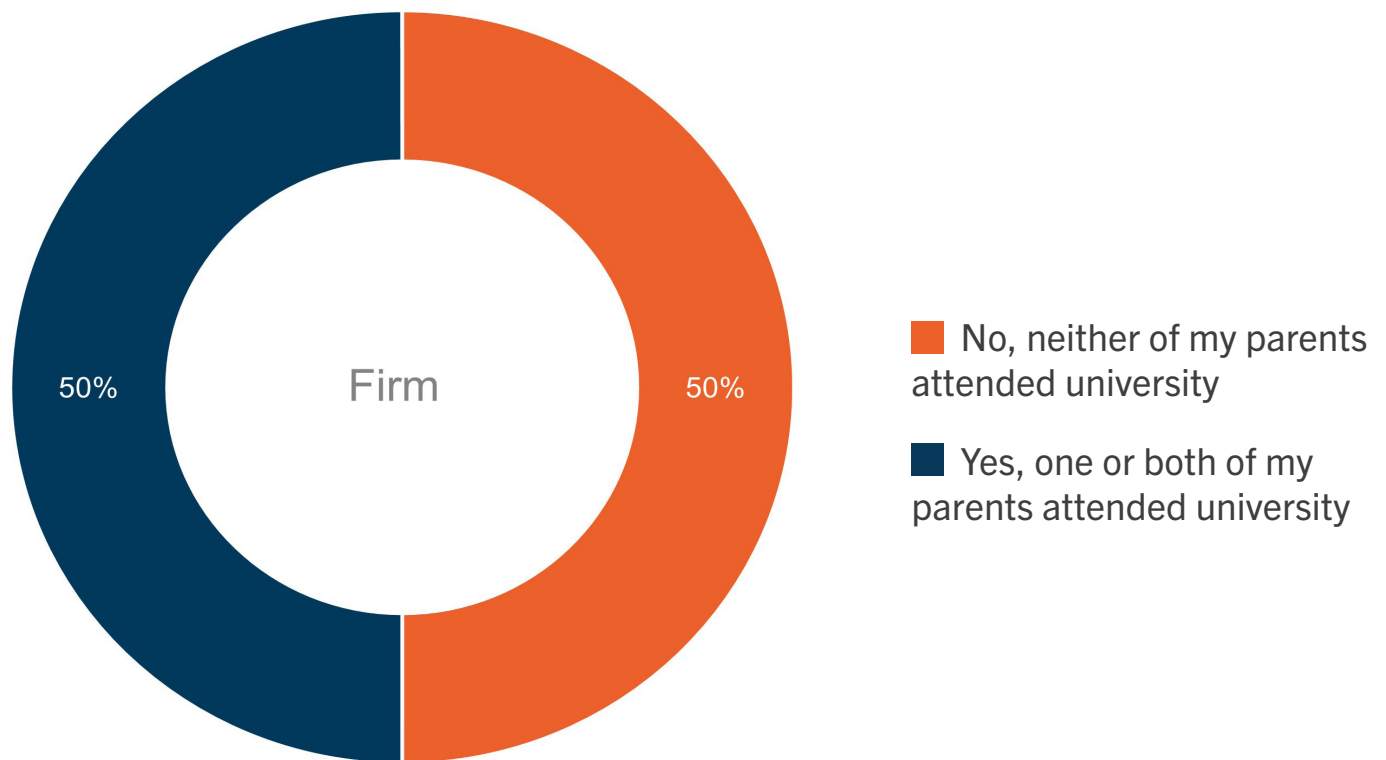
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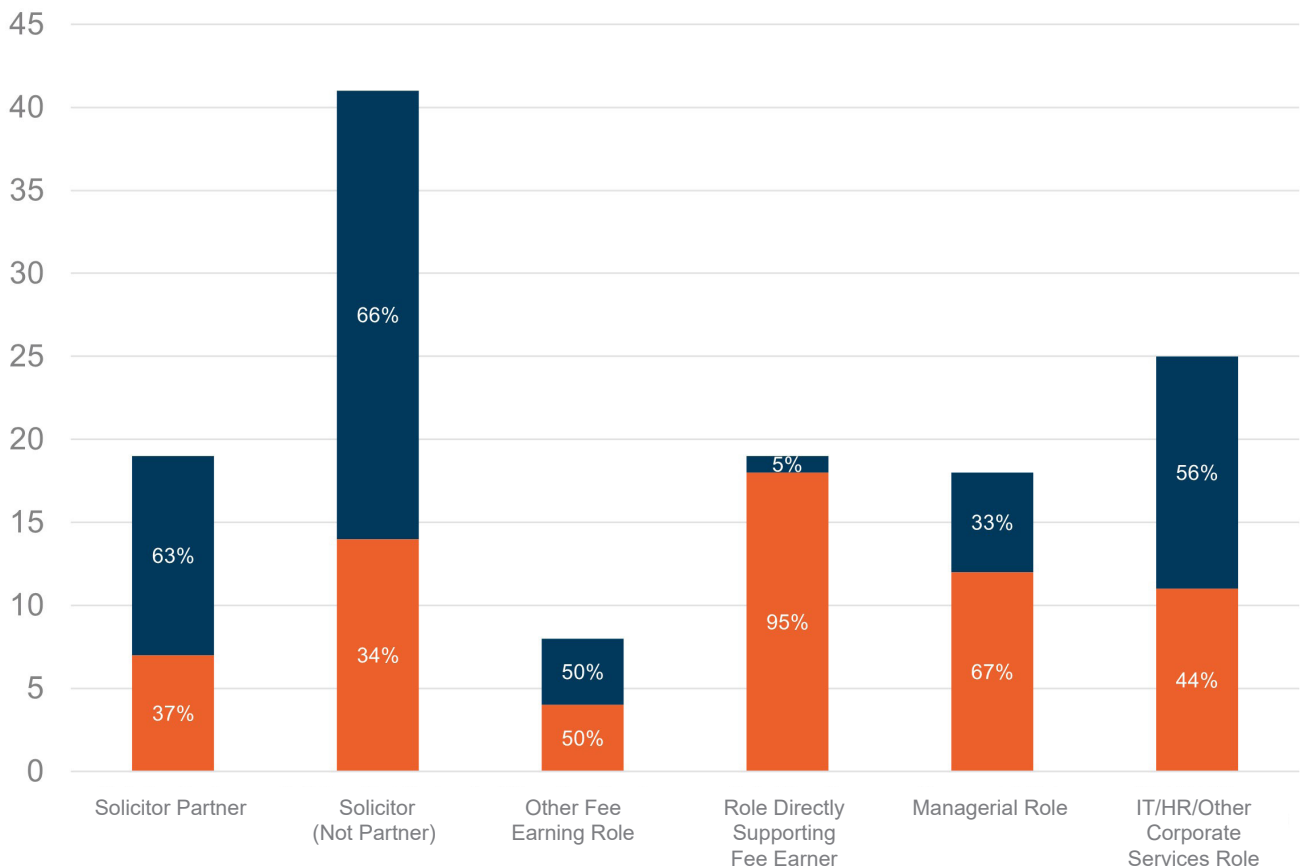
*Based on 131 respondents

SOCIO-ECONOMIC BACKGROUND

Did either of your parents attend university by the time you were 18?*



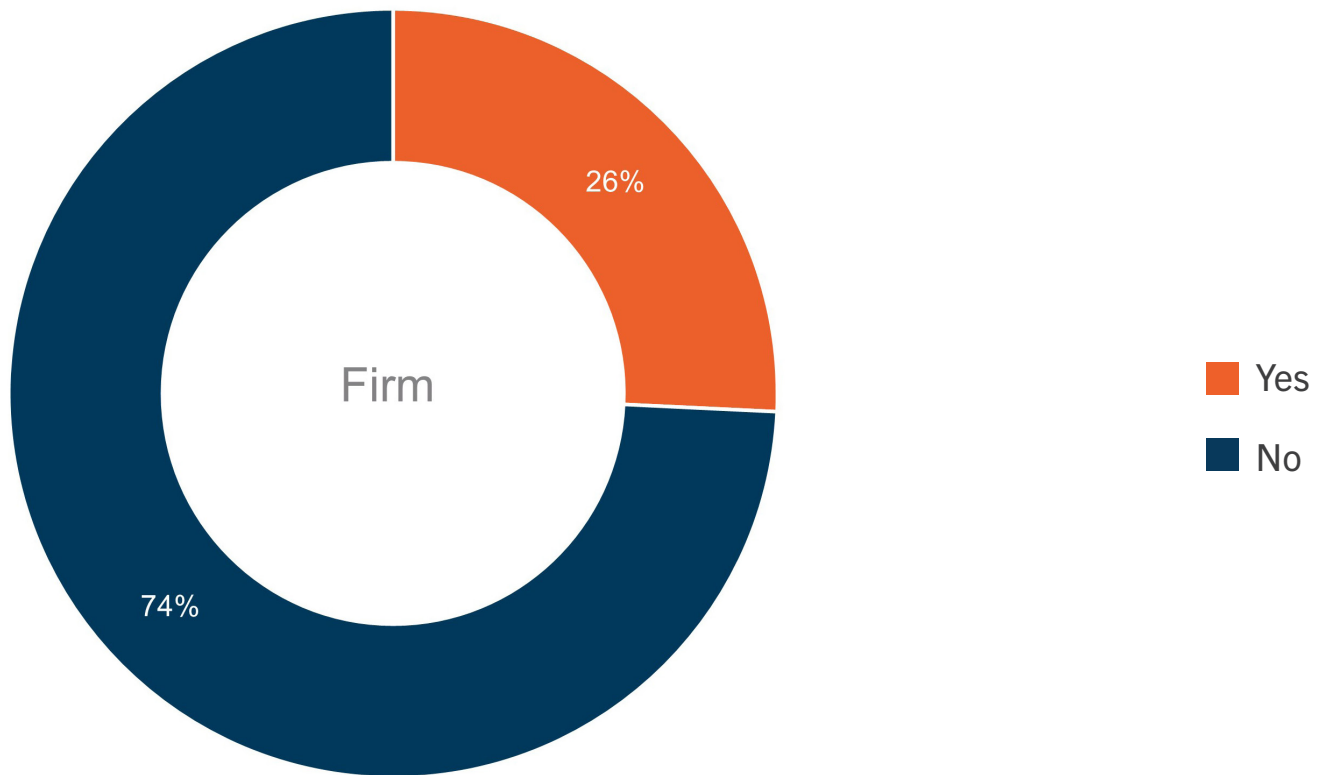
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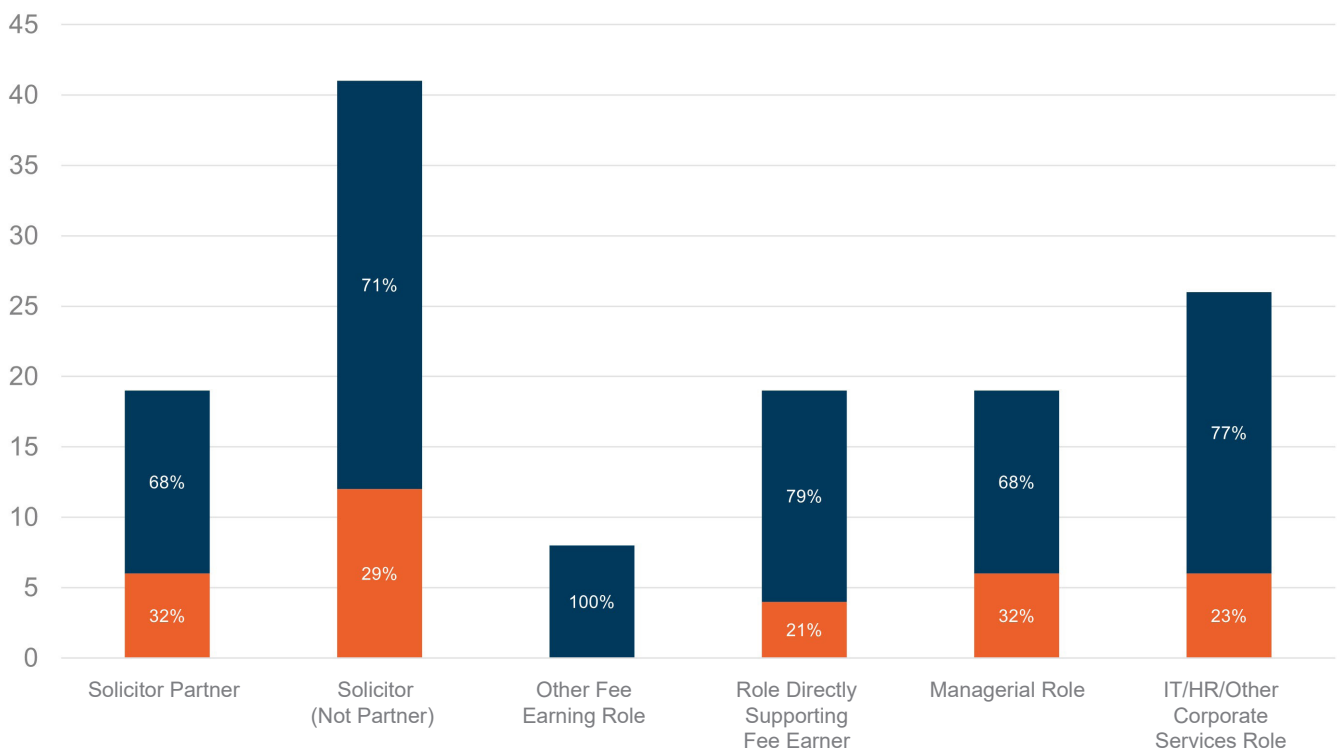
*Based on 130 respondents

CARING RESPONSIBILITIES

Are you a primary carer for a child or children under 18?*



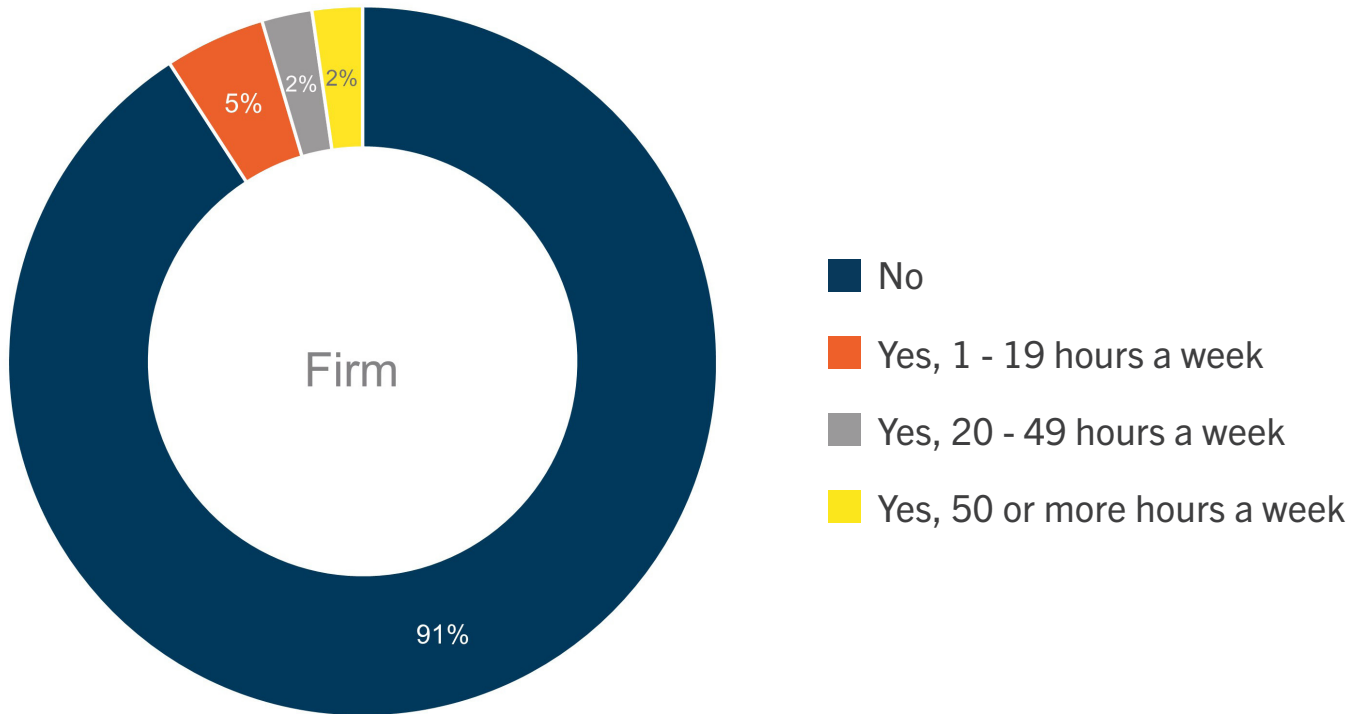
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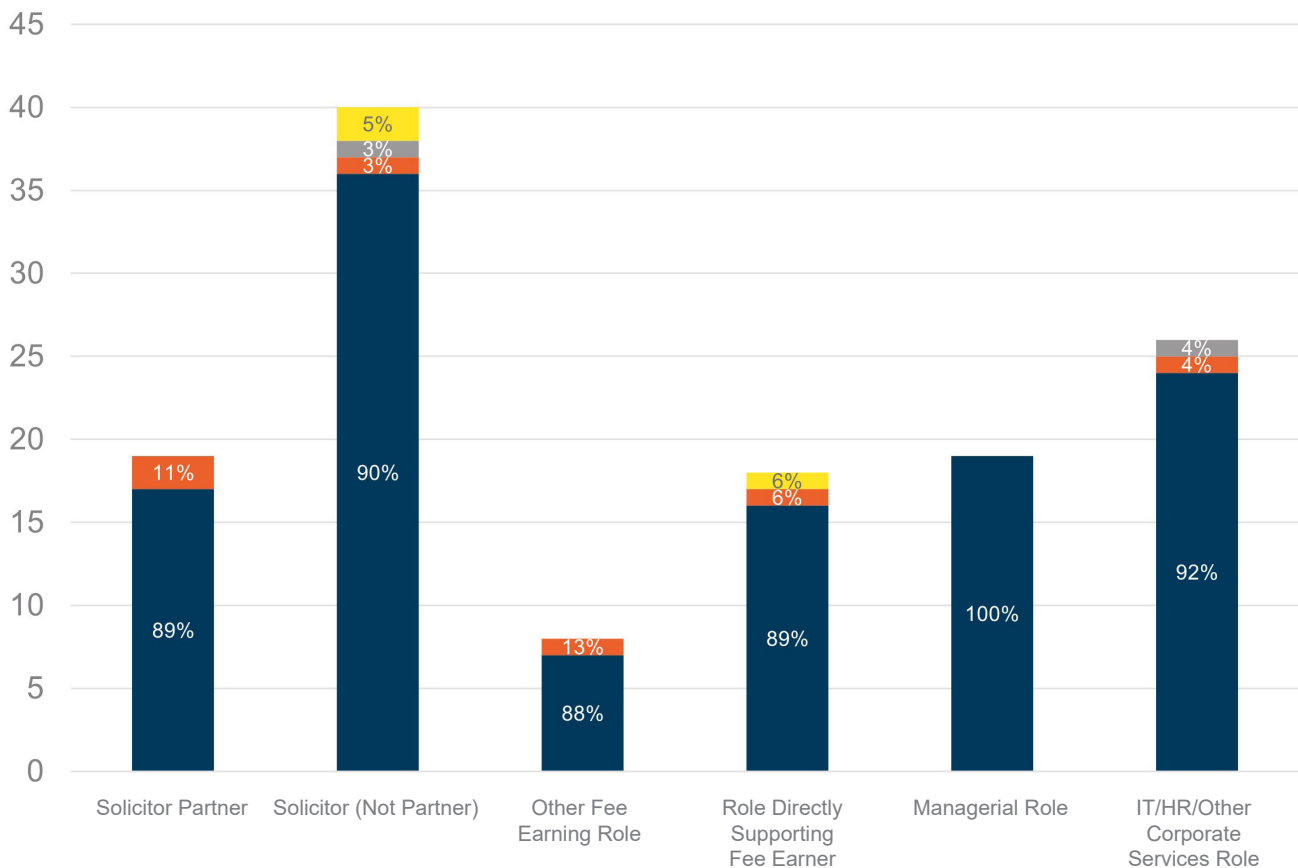
*Based on 132 respondents

CARING RESPONSIBILITIES

Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?*



BREAKDOWN BY JOB ROLE



*Based on 130 respondents

Dechert LLP

For further information, visit our website at [dechert.com](https://www.dechert.com)

Dechert practices as a limited liability partnership or limited liability company other than in Dublin and Hong Kong