



# DIVERSITY & INCLUSION ATTORNEY NETWORK (DIAN)



DIAN is the firmwide affinity group for attorneys of color. We serve as a voice to firm leadership on diversity, equity and inclusion (DE&I) initiatives and provide opportunities for our members to create meaningful connections. We promote the development of our members at all levels of their careers and support their progression in external DE&I organizations and bar associations.

## Meet Our Leadership



**Lisa Harris**

Partner | Labor & Employment  
Orange County | New York

*From the moment I attended my first diversity retreat, I recognized Sheppard Mullin's unwavering commitment to diversity, equity and inclusion. Through its DE&I efforts the firm has fostered a culture of belonging for attorneys of all backgrounds. I am proud of what we have accomplished and am honored to be a part of our ongoing DE&I journey.*



**Nika Palama**

Associate | Corporate & Securities  
Chicago

*Being a part of the D&I community at Sheppard Mullin gave me a voice and a sense of purpose from the earliest stages of my career. I am proud to be part of a firm that has made clear its commitment to providing the support and opportunities necessary for its diverse attorneys to succeed.*



**Cedric Powell**

Partner | Corporate & Securities  
Washington, D.C.

*Sheppard Mullin's commitment to diversity, equity, and inclusion has been evident since I joined the firm 8 years ago. In this ever-evolving business landscape, diversity, equity, and inclusion are no longer aspirational constructs. Rather, they are part and parcel with serving our clients well and positioning our firm to be as competitive as possible in the market. Sheppard Mullin understands that.*



**Judy Suwatanapongched**

Partner | Business Trial  
Los Angeles

*The DIAN family has been my inspiration, safe haven, and champion here at Sheppard Mullin for my entire legal career. I look forward to continuing to cultivate, lead, and inspire diverse attorneys while making sure that diversity, inclusion, and equity remains a focus at the firm.*

## We are more than just attorneys and professionals.

We have families, outside interests and are proud to work at a firm where we not only belong, but are celebrated.

## We help recruit, retain, and promote attorneys and professionals of color.



Sponsor, lead and participate in affinity bar associations



Host events for students of color



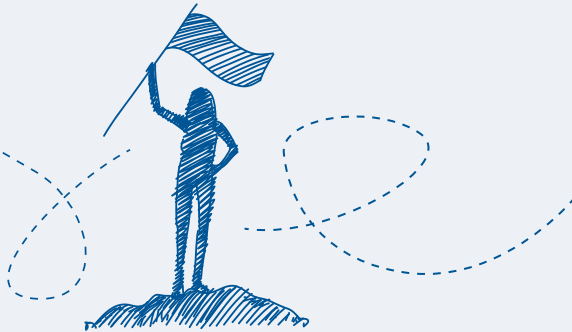
Develop training programs for young attorneys



Work with firm leadership to mentor and promote attorneys of color

## We hold leadership positions at the firm.

- ▶ Recruiting committee chairs
- ▶ Practice group leaders
- ▶ Client, geographic and industry team leaders
- ▶ Members of governing bodies, including the Executive Committee



## We participate in and host programming and events to raise awareness and increase inclusion

- ▶ Annual diversity retreat hosted jointly with the firm's LGBTQ+ affinity group, Out at Sheppard
- ▶ Annual support and fundraisers for pro bono and nonprofit organizations focused on supporting members of the BIPOC community
- ▶ Firmwide programming in conjunction with heritage, historical, cultural, and diversity recognition months
- ▶ Firmwide programming regarding allyship
- ▶ Client receptions and training
- ▶ Candid conversations with of color in house counsel
- ▶ Industry and affinity bar association leadership, participation and sponsorship
- ▶ Pipeline programming for high school, college and law students

## A RECOGNIZED LEADER FOR DIVERSITY & INCLUSION AND CULTURE

|   |   |  |  |   |   |
|---|---|--|--|---|---|
|  <p><b>RANKED</b><br/><b>15<sup>th</sup></b><br/>(tie) for Best Law Firms to Work For</p>  | <p><b>RANKED</b><br/><b>8<sup>th</sup></b><br/>for Best Summer Associate Program</p>  | <p><b>RANKED</b><br/><b>16<sup>th</sup></b><br/>(tie) for Overall Diversity</p>  | <p><b>RANKED</b><br/><b>26<sup>th</sup></b><br/>for Firm Culture</p>   | <p><b>RANKED</b><br/><b>11<sup>th</sup></b><br/>for Quality of Work</p>   | <p><b>RANKED</b><br/><b>9<sup>th</sup></b><br/>for Wellness</p> |
|  <p><b>2024 Seramount Best Law Firm for Women</b><br/>7<sup>th</sup> Consecutive Year</p>  |  <p><b>2024 Yale Law Women+ Top Firms for Agency and Flexibility</b></p> |  <p><b>2023 6.0 Certification "Plus" Status by Diversity Lab</b></p> |  <p><b>The American Lawyer 2024 Diversity Scorecard Top 100 Law Firms - #41</b></p> |   |   |
|  <p><b>Corporate Equality Index</b><br/>2023 Annual Rating of LGBTQ Workplace Benefits 100% for 13<sup>th</sup> Consecutive Year</p> |  <p><b>2023 Top 50 Law Firms</b></p>                                     |  <p><b>2022 Inclusion Blueprint Champion</b></p>                      |  <p><b>2019 Winner</b></p>  |  <p><b>ChIPs 2019 Honor Roll Award</b></p> |   |

CONNECT *with us*  
today to **LEARN MORE:**

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