





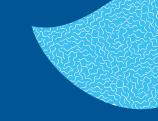






# **DIVERSITY & INCLUSION**

Diversity and inclusion (D&I) are core values of Sheppard Mullin, and we recognize their importance to our workplace, clients and profession.



#### FIRM GOVERNANCE & LEADERSHIP



Women partners and partners of color make up 36% of the elected positions on our **Executive Committee** 



Women partners and partners of color make up 30% of the elected positions on our **Compensation Committee** 



Women partners, partners of color and LGBTQ+ partners make up 75% of our **Office Managing Partners** 



Women partners and partners of color make up 44% of our Practice Group Leaders



Our professional management team (C-suite) is 78% women and people of color

## **COMMUNITY AND SUPPORT ARE KEY**

**Diversity and Inclusion Attorney Network:** affinity group for attorneys of color and allies

# **Out at Sheppard:**

affinity group for LGBTQ+ attorneys and allies

#### **Veterans at Sheppard:**

affinity group for veterans, active military personnel, and family members and allies of the military community

# **Women Lawyers Group:**

affinity group for women attorneys and allies

## **OFFICE WORKING GROUPS**

Established in each domestic office to foster a vibrant and inclusive culture across the firm.

#### The Benefits



Supports firmwide inclusion agenda and mission



Tailors efforts to address local office priorities



Cultivate sense of belonging and community









# **EXTERNAL ENGAGEMENT AND PARTNERSHIPS**

We build partnerships with our clients and contacts to foster diversity and inclusion in the legal industry and greater business community.

Educational content, speakers, and training





Opportunities to give back to shared communities and causes through legal pro bono, volunteerism and fundraising



Active in mutual affinity bar and industry organizations



# A RECOGNIZED LEADER FOR DIVERSITY & INCLUSION AND CULTURE



RANKED 11<sup>th</sup> for Best Law Firms to Work For RANKED 28<sup>th</sup>

for Best Summer Associate Program RANKED 13th

for Overall Diversity RANKED 16<sup>th</sup>

for Firm Culture RANKED 13<sup>th</sup>

for Quality of Work 8th

for Wellness



Corporate Equality Index 2025 Annual Rating of LGBTQ Workplace Benefits 100% for 14th Consecutive Year



2024 Seramount
Best Law Firm for Women
7th Consecutive Year



2024 Yale Law Women+ Top Firms for Agency and Flexibility



The American Lawyer 2024 Diversity Scorecard Top 100 Law Firms - #41



**ChIPs 2024 Honor Roll Award** 



2024 Top 50 Law Firms

