



INCLUSIVE ENGAGEMENT Task Force

Our Mission

To provide support and opportunities to all members of the Sheppard Mullin community to fight the effects of racism and systemic racism and drive inclusion through both internal and external initiatives and activities.

Our Subcommittees



Financial Commitment, External Engagement and Messaging

Provides support to external organizations focused on racial equity and social justice issues and promotes inclusion through giving as a community.



Internal Training, Resources and Engagement

Provides information, resources and trainings on allyship and anti-racism to support and advance the Firm's inclusive culture.



Pro Bono and Community Service

Identifies legal pro bono and community service opportunities that address racial inequality and social justice.



Staff Response and Infrastructure Development

Creates immediate and long-term opportunities for professional staff to engage in the Firm's D&I programs and initiatives.

Our Structure & Leadership

The Inclusive Engagement Task Force is comprised of a variety of attorneys and staff members from all offices and levels within our Firm. The Task Force is chaired by:



Guy Halgren
Task Force Chair
Chairman of the Firm



Rena Andoh
Task Force Vice Chair
Partner and Chair of the
Diversity & Inclusion Committee



Lois Durant
Task Force Vice Chair
Director of the Diversity & Inclusion
Committee and Talent Management Strategy

OUR APPROACH AND INITIATIVES

The Inclusive Engagement Task Force is both inward and outward facing. Our work provides allyship resources and trainings which promote cross-cultural understanding and dialogue, provides opportunities for the Firm and its members to support affected communities, and supports efforts to end racism and create a more just and equal society.

We recognize real change can only be achieved through active engagement, action and perseverance. We are committed to doing everything we can to ensure these times represent a turning point and not just an uncomfortable episode in our nation's history. Building on our existing diversity and inclusion foundation, we have set forth new strategic initiatives:

Education Series



We have launched a series of trainings for our attorneys and staff regarding race, with an emphasis on intersectionality, and allyship. From in-depth trainings and workshops to micro-sessions and intimate discussions, our goal is to engage and educate the broadest audience possible and to normalize conversations around race and racism. Topics will center around historical policies and procedures in America, achieving equity and justice, active allyship and shared empathy.

Focus on Education, Access and Pipeline

Bridging the Gap

Bridging the Gap was founded by first-generation college students, including a Sheppard Mullin summer associate, to remove the barrier to entry for those pursuing a career in law by sponsoring LSAT related fees and by providing admitted students with guidance throughout law school and their careers. Our Firm has pledged sponsorship and mentorship of grant awardees on an annual basis.

Public School Partnerships

Recognizing the challenge being faced by underfunded public schools in the wake of a public health crisis and economic recession, coupled with ongoing racial inequities, we have established a partnership with public schools in New York City and Los Angeles. Support will be both financial and service, through career mentorship during school and beyond.

Pro Bono Initiatives

Georgetown ABLÉ Program

We recently launched the ABLÉ (Active Bystandership for Law Enforcement) Program cofounded with Georgetown University Law Center's Innovative Policing Program. The ABLÉ Program aims to prevent police misconduct and is the first nationwide program dedicated to promoting, teaching and studying active bystandership within law enforcement agencies.

A Pro Bono Commitment

As a Firm, we are committed to continuing and initiating new pro bono projects related to the mission of the Task Force, including Sheppard Mullin's ongoing work in the areas of disclosure of police misconduct, combatting hate speech, and challenging laws that have a discriminatory effect.

Staff Roundtable Discussions



This initiative facilitates roundtable discussions with our staff to gather feedback on their experience and to create new opportunities for engagement and inclusion.

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

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