

## → D&I Office Working Groups

As Sheppard Mullin's size and number of offices has grown, its D&I program has evolved to grow with the firm. The latest step in that evolution are D&I Office Working Groups in all domestic offices.

The original D&I Office Working Group (OWG) was founded in the firm's Washington, D.C. office in 2015 as a method to bring the office's leaders together with selected D.C. associates and partners who had the shared goal of improving diversity and creating a more inclusive environment. The firm's Chicago and Downtown San Diego offices soon followed suit, and the firm has since made it a goal to have an active OWG in each domestic office. We currently have active OWGs in 10 of our 11 domestic offices. Most OWGs have at least one partner and one associate leader, and its leaders participate in joint quarterly calls to exchange ideas and best practices.

Each OWG is responsible for planning initiatives and programs specifically tailored to their local environments. The firm's national D&I leadership also uses the OWGs to manage various national initiatives – such as Veterans Day, Pride, and Heritage Month commemorations – and sponsor local speakers, trainings, and events – such as diversity-focused art installations, microtrigger trainings, and cultural ambassador happy hours. The OWGs' mandate also includes a focus on support and inclusion of all Sheppard Mullin staff.

We are proud of our OWGs and their critical contributions to Sheppard Mullin's unique and inclusive firm culture.

For more information about our OWGs, please contact [DInclusion@sheppardmullin.com](mailto:DInclusion@sheppardmullin.com).