

### Sheppard Mullin Awarded “Best Law Firm for Women and Diversity” for Seventh Consecutive Year

*Seramount*

05.29.2024

*Seramount* selected Sheppard Mullin as one of the 2024 “Best Law Firms for Women and Diversity” for its initiatives and best practices in recruiting, retaining, promoting and developing women lawyers and lawyers from underrepresented groups, including people of color.

“Once again, the firm has earned recognition as a Best Law Firm for Women and we could not be more honored,” said Luca Salvi, chair of Sheppard Mullin. “The fact that this is our seventh consecutive recognition demonstrates our ongoing commitment to DEI and the progress we continue to make every year. We will continue to challenge ourselves each day to look for new and better ways to move the needle and establish a more inclusive profession for all.”

“We are grateful to receive this recognition from *Seramount* and to be a part of the important progress being made in the legal profession,” said MaryJeanette Dee, co-managing partner of Sheppard Mullin. “This recognition directly aligns with the firm’s values and priorities.”

Highlights of the 2024 Best Law Firms for Women:

- The percentage of women promoted to equity partner increased to 41 percent, up from 39 percent in 2023.
- The percentage of people of color promoted to equity partner increased to 22 percent, up from 17 percent in 2023.
- More firms are offering backup childcare: 89 percent of firms offer backup childcare as a benefit (vs. 84 percent in 2023); 84 percent offer childcare for a sick child (vs. 80 percent in 2023).
- Firms are establishing inclusive practices: 56 percent of firms conducted a pay analysis within the last year based on both gender and race/ethnicity, up from 52 percent in 2023; 51 percent have Employee Resource Groups for people with disabilities, up from 43 percent in 2023.

“Our Best Law Firms for Women and Diversity demonstrate unwavering commitment, despite the uncertainties in the legal field,” said Subha V. Barry, president of *Seramount*. “I’m proud of the steady and positive change they are driving, even if it’s a gradual process. I applaud these industry leaders for their dedication to cultivating inclusive firm cultures.”

The 2024 *Seramount* Best Law Firms for Women & Diversity application includes more than 648 questions about attorney demographics at different levels, flexibility, paid time off and parental leaves, and development and retention of women and people of color as well as those from other underrepresented groups. Questions about

family-friendly benefits and mentoring and sponsorship participation are also included.

Sheppard Mullin maintains and cultivates a workplace in which diverse approaches are applauded. In addition to being recognized by *Seramount*, the firm, in 2023:

- Earned a 100 percent on The Human Rights Campaign 2023 Corporate Equality Index for LGBTQ+ workplace equality for the thirteenth consecutive year;
- Received a Top Performer designation in 2023 from the Leadership Council on Legal Diversity for the seventh consecutive year;
- Ranked #16 in Overall Diversity in *Vault's* 2024 Vault Law rankings;
- Ranked among the top 20 in *Law360's* 2023 Diversity Snapshot in the large firm category (601+ attorneys);
- Honored as a 2023 Diversity & Inclusion Champion by client Sempra Energy and its family of companies ("Sempra") for the firm's demonstrated commitment to diversity and inclusion; and
- Achieved Mansfield Rule Certification Plus for the sixth consecutive year after completing Diversity Lab's 12-month Mansfield Rule 6.0 certification program.