

### Sheppard Mullin Named 2021 Inclusion Blueprint Champion For Second Consecutive Year

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Sheppard, Mullin, Richter & Hampton LLP is honored to have been named one of only 20 top-scoring law firms recognized as “Inclusion Blueprint Champions” in the 2021 Inclusion Blueprint. A joint project between Diversity Lab and CHIPs, the Inclusion Blueprint is a one-of-a-kind assessment that measures both the representation of diverse lawyers and the career-enhancing inclusion activities that law firms should employ to ensure that historically underrepresented lawyers have fair and equal access to quality work, influential people, and other opportunities.

In addition to the overall recognition, Sheppard Mullin ranked in two practice group categories: Real Estate, Land Use and Environmental (the only firm to be recognized) and Labor and Employment.

The recognized Inclusion Champions were required to achieve an Index Score of at least 70 out of 100 across four key indicators: (1) current diversity representation based on average or above-average thresholds; (2) year-over-year diversity representation progress; (3) diversity representation tracking; and (4) meaningful inclusion practices and activities. The Champions also had to commit to at least one “Do Something Hard” action to be implemented in 2022.

The “Hard” actions at the leadership level include: (1) 50 hours of billable credit for DEI contributions; (2) partner and/or practice group leader compensation linked to DEI; and (3) pay and origination credit equity gap analyses for partners. The practice group actions include: (1) matter credit for diverse lawyers for new and expanding work; (2) client teams of at least 50 percent diverse lawyers who have direct access to clients; and (3) an Ally Action Pledge.

In addition to measuring the diverse representation thresholds and inclusion actions for women and underrepresented racial and ethnic lawyers, this year’s scoring included lawyers who identify as LGBTQ+. The Assessment also inquired about lawyers with disabilities, which will be included in the 2022 scoring.

[Click here to read Diversity Lab’s press release.](#)

#### **About Diversity Lab**

Diversity Lab is an incubator for innovative ideas and solutions that boost diversity and inclusion in law. Experimental ideas – such as the OnRamp Fellowship, the Inclusion Blueprint, and the Mansfield Rule – are created through Diversity Lab’s Hackathons and piloted in collaboration with more than 200 top law firms and legal departments across the country. Diversity Lab leverages data, behavioral science, design thinking, and technology to further develop and test new ideas and research, measure the results, and share the lessons

learned. [www.diversitylab.com](http://www.diversitylab.com).

## About ChIPs

ChIPs is a nonprofit organization focused on advancing and connecting women in technology, law and policy. ChIPs seeks to accelerate innovation in these areas by increasing diversity of thought, participation and engagement. At ChIPs, members are united in the belief that diversity, of all types, is essential to innovation and to a thriving, evolving society. Membership is open to anyone who shares this mission. Founded in 2005 by seven women chiefs of intellectual property, it has expanded beyond those roots, now with over 3,000 members and nine regional chapters in the United States and abroad. Many members are engaged at the heart of current events – as active participants in the lawmaking, policymaking, judicial, advocacy and innovation processes. Please visit <http://www.chipsnetwork.org/>.

## Practice Areas

Labor and Employment

Real Estate, Energy, Land Use & Environmental