

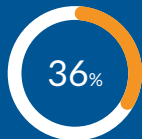


# WOMEN LAWYERS GROUP



The Sheppard Mullin Women Lawyers Group (“WLG”) is devoted to providing our firm’s women attorneys with the tools, resources and opportunities they need to achieve their maximum professional potential, taking into account issues of intersectionality and diverse experiences. In particular, the WLG is focused on addressing the following pillars of success: (i) strong professional skills, (ii) strategic business development, (iii) leadership and visibility within the firm and externally, (iv) mentoring and relationship building and (v) sponsorship. WLG serves as a vital, powerful, robust and inclusive network, connecting and supporting women across the firm at various stages of their careers and working collaboratively with all of the firm’s attorneys to promote their collective success.

## 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**



One of the firm’s three managing partners is a woman



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

## WOMEN ATTORNEY DEMOGRAPHICS



Women make up 57% of our 2023 summer class



Women make up 46% of our 2023 first-year class



Women make up 53% of our associate class



Women make up 40% of our 2023 partnership class



Women make up 27% of our partnership

## DIVERSITY & INCLUSION LEADERSHIP

A small group of key leaders study historical progress, develop related goals, and collaborate with the larger, firmwide Diversity & Inclusion Committee and others in the firm to implement strategies, assign accountabilities, monitor progress and evaluate outcomes. Our Chief Diversity & Inclusion Officer and other key D&I staff help lead these efforts.

## INTERNAL WOMEN'S INITIATIVES

- Women Lawyers Group National Leadership Council**  
 Provides leadership and mentorship to all chapters of the firm's Women Lawyers Group. Liaises with management to support the success of all women attorneys in the firm.
- Women Lawyers Group Local Chapters**  
 Provides leadership and support to all women attorneys in each U.S. office in the firm.
- Parent Connection Group\***  
 Offers support and resources and fosters community amongst parents and caregivers in the firm.
- Leave Liaisons\***  
 Liaisons are partners, associates, and/or special counsel and available before, during and after caregiver leaves to assist with all aspects of and questions related to leave.
- Flexible Work Arrangements\***  
 Flexible policy designed for associates requesting part-time work arrangements due to family, health or other personal reasons with clear paths from flexible work arrangements to partnership.
- Back-Up Care Solutions\***  
 Program designed to help find temporary care for children or adult/elder family members when regular care arrangements are unavailable or not feasible.

\*Internal policies and benefits are gender inclusive and offered to all parents and caregivers in the firm.

## EXTERNAL WOMEN'S INITIATIVES

The firm regularly supports and provides attorney involvement for bar associations, law school initiatives, and legal pro bono/nonprofit efforts that promote diversity and inclusion in the profession and greater community. Many of our women attorneys are leaders in bar associations and other community organizations.

- ABA Presidential Initiative on Achieving Long Term Careers for Women In the Law**  
 Sheppard Mullin is a prominent sponsor of this new ABA initiative that seeks to underscore the benefits of women remaining in the profession and highlight the career paths of senior women lawyers for the next generation.
- In-House Initiative**  
 Sheppard Mullin partners with an external leadership institute to host a full-day training program for women in-house counsel who aspire to the general counsel role (125 in-house attendees to date).



## A RECOGNIZED LEADER FOR DIVERSITY & INCLUSION AND CULTURE

 <p><b>RANKED</b> <b>15<sup>th</sup></b> (tie) for Best Law Firms to Work For</p>	<p><b>RANKED</b> <b>8<sup>th</sup></b> for Best Summer Associate Program</p>	<p><b>RANKED</b> <b>16<sup>th</sup></b> (tie) for Overall Diversity</p>	<p><b>RANKED</b> <b>26<sup>th</sup></b> for Firm Culture</p>	<p><b>RANKED</b> <b>11<sup>th</sup></b> for Quality of Work</p>	<p><b>RANKED</b> <b>9<sup>th</sup></b> for Wellness</p>
 <p><b>2023 Seramount Best Law Firm for Women</b> 6<sup>th</sup> Consecutive Year</p>	 <p><b>2023 6.0 Certification "Plus" Status by Diversity Lab</b></p>	 <p><b>The American Lawyer 2023 Diversity Scorecard Top 100 Law Firms - #58</b></p>	 <p><b>Corporate Equality Index</b> 2022 Annual Rating of LGBTQ Workplace Benefits 100% for 13<sup>th</sup> Consecutive Year</p>		
 <p><b>2022 Yale Law Women Top Firms for Gender Equity and Family Friendliness</b></p>	 <p><b>2022 Inclusion Blueprint Champion</b></p>	 <p><b>2022 Top 50 Law Firms</b></p>	 <p><b>2019 Winner</b></p>	 <p><b>ChIPs 2019 Honor Roll Award</b></p>	

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

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