

As a leading global law firm, we take seriously our responsibility to call out and help eradicate inequality and discrimination in all its guises. We are intentional about doing so both within our own firm and in the communities where we practice.





Frederick R. Nance
Executive Group Member &
Global DEI Counsel

We have established and continually update a comprehensive approach to diversity, equity and inclusion (DEI) to ensure that all of our personnel throughout the firm feel welcomed and that they have the opportunity to fully and fairly pursue their career objectives. Across our global platform, our colleagues also routinely engage in myriad social justice and community support activities, often with firm support.

The “tone at the top” drives organizational culture. We recently solidified our commitment with an Office of DEI, which supports firm leadership, lawyers and staff to execute our DEI vision. Frederick (Fred) R. Nance, current global managing partner, US, accepted the leadership appointment.



 Global Leadership	45 Female lawyers in executive management positions
	6 of 12 Global Board members*
 US Leadership	27% Office managing partners*
	18% Practice group leaders*
	54% Industry group leaders*

*Diversity defined as people of color or women

“Having diverse leadership included within our firm says to our clients, our communities and our colleagues themselves that we are serious about our commitment.”

Fred Nance
Bloomberg Law

“Will the Law Firm Diversity Push Falter as Protests Fade?”

Building a Culture of Inclusion

We have created task forces and resource groups to develop and retain diverse talent. Through these groups we provide educational events and increased accountability among the leadership teams for advancing diversity:

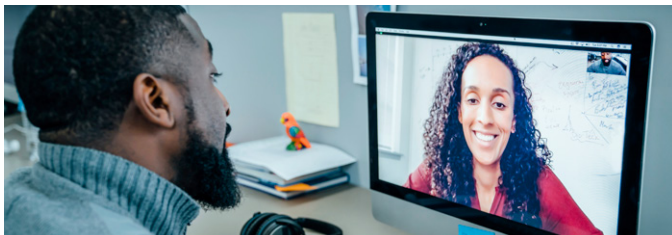
- **Advancing Black and Other Diverse Professionals Task Force** – The task force reports directly to the Global Board and makes recommendations for implementing policies that address issues impairing the advancement of diverse lawyers and employees. The task force is purposefully intergenerational, across practice groups and geography, and is inclusive of senior leadership and associates.
- **Advancing Women Task Force** – This executive management-led task force has put in place initiatives and policy changes designed to combat customs and practices that systematically hinder women’s advancement. For instance, the firm has implemented a procedure in which lawyers can challenge the allocation of client credit, which often forms the basis of lawyer compensation recommendations.

Employee Resource Groups

- Accessibility Resource Group
- Age Resource Group
- Asian Pacific Islander Resource Group
- Black Attorney Resource Group (BARG)
- Gender Diversity Resource Group
- Hispanic/Latinx Resource Group
- Multicultural Resource Group
- Social Mobility Resource Group
- SPBe Proud Resource Group
- Women’s Enterprise Resource Group

Increased Commitment to Racial Justice in Our Pro Bono Work

- **Squire Patton Boggs Foundation** – “Sustained Impact Fellowship Program” focusing on intractable law and policy problems associated with racial justice, such as voting rights, police/Black community relations and juvenile justice reform in minority communities.
- **Public Service Initiative** – Specifically targeted to rectify the injustices of the criminal justice system that often have a disproportionate impact on black and brown communities:
 - Part of a team litigating the Rodney Reed death penalty innocence hearing.
 - Co-counsel with LDF to overturn the conviction of an African American man in Arkansas based on the underrepresentation of blacks in the jury pool.
- **New Voices Foundation** – Partnered with New Voices to launch a legal clinic providing pro bono counsel to start-up companies owned by women of color. The clinic looks to assist New Voices Family businesses that are currently low-revenue and high-potential, facilitating the growth of these promising businesses and expanding opportunities for wealth creation and enterprise in this traditionally underserved community.
- **The Judicial Release Coalition** – A coalition of six law firms in Ohio focused on obtaining early release for prisoners of color. So far, nine Columbus lawyers from our firm have participated in the initiative, with two successfully obtaining early release for their clients.



Representative Diversity Awards and Recognition

Best National Firm for Work-Life Balance (North America)

Euromoney Americas Women in Business Law Awards

Certificate of Merit (Good Partner in the Community)

Via Bona Slovakia Awards

Employer of Choice Gold Medal Winner

Australasian Lawyer

Family Friendly Award

Ohio Women’s Bar Association

Top Ten Firms for Gender Diversity and Family Friendliness

Yale Law Women

Mansfield Rule 5.0 Certification Plus

Diversity Lab

Achieved 100% rating for 14th consecutive year in the Corporate Equality Index

Human Rights Campaign Foundation

Putting Intersectionality Into Practice Inclusivity Excellence Award

Employers Network for Equality & Inclusion (enei)

Top 100 Firm for Minority Attorneys

Law360

Top 10 Social Mobility Employer

Social Mobility Foundation

Top Firms for Diversity in annual Diversity Scorecard Report

The American Lawyer

Winner of Best Law Firm for Inclusiveness

Lex100

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