

Our Commitment to Inclusion and Diversity

Our Inclusion & Diversity Committee is charged with developing specific diversity initiatives and tracking the progress in achieving those initiatives by:

- Facilitating the implementation of our diversity policies for the recruitment, retention and advancement of our lawyers and staff.
- Increasing a broader and deeper awareness throughout our firm of diversity issues.
- Enhancing the role of our firm in advancing diversity initiatives in the communities we serve.

We are committed to making quantifiable headway by achieving the following goals:

- Increasing the diversity among our lawyers and staff in general.
- Providing training, mentoring and support for diverse lawyers.
- Tracking the assignment and inclusion of diverse lawyers in client opportunities that will facilitate their advancement in the firm.
- Expanding the reach and initiatives of our Resource Groups.
- Providing support and education for an inclusive working environment across the entire firm.
- Continuing to increase the number of diverse lawyers in leadership roles at the firm.

The firm has a Women's Enterprise and Advancing Women Task Force and a variety of Inclusion & Diversity Committee activities that are designed to identify, train and promote women and people of color within our ranks. We are pleased to report that partially as a consequence of these efforts, the firm has more than 35 female lawyers currently holding managerial or supervisory positions within the firm. We believe for a fact that these efforts positively and materially differentiates us within the large law firm industry. Here are some other statistics that demonstrate our commitment:



58% of our 12-member Global Board are people of color or women

42% of our 12-member Global Board are women

25% of our 12-member Global Board are US people of color



26% of our global leadership team are women

26% of the practice group leaders are women

19% of the managing partners of our global offices are women

20% of our industry group leaders are women



46% of the managing partners of our US offices are people of color or women

20% of the managing partners of our US offices are people of color

26% of the managing partners of our US offices are women

31% of our US practice group leaders are people of color or women

10% of our US practice group leaders are people of color

24% of our US practice group leaders are women

56% of our US industry group leaders are people of color or women

22% of our US industry group leaders are people of color

33% of our US industry group leaders are women

27% US Leadership Female Percentage

15% US Leadership Minority Percentage

* Leadership Counts include: Global Board, Executive Group, Practice and Industry Group Leaders, Legal Personnel Committee, Diversity Committee, Women's Enterprise, General Counsel's Office, Office Managing Partners, and US Hiring Chairs.



Standing Up for Our Values

The deaths of George Floyd, Breonna Taylor, Ahmaud Arbery and others have created an environment where Black people living and working in the United State, and their allies, must insist that enough is enough. To that end, the Global Board requested that the Firm including the African American Resource Group create a non-exhaustive list of recommendations for the Firm to demonstrate our commitment.

The firm is committed to pursuing the goal of social justice, internally and externally. Here are some of the recent steps the firm has taken.

- Supported first Hate Crimes bill in the history of Georgia
- Supported police reform legislation in New York City
- Joined the Law Firm Antiracism Alliance (LFAA)
- Undertaken the pro bono representation of LeBron James' new "More Than a Vote" program, which aims to combat voter suppression in the 2020 election cycle.
- Published articles including "We Must Do Better Than Hasty Police Reforms" written by Marisa Darden, and published to *Law360's* "access to Justice" section.
- Hosted and Recorded Webinars including Anti-Racism and the Workplace: Employment Challenges and Opportunities in the US
- Representing the entrepreneurs on a pro bono basis in connection with filing trademark applications
- Working with New Voices Foundation, an entity dedicated to supporting women of color entrepreneurs. The Firm is working with the foundation to establish a program involving multiple law firms.

Enthusiastically supported by leadership, our Inclusion & Diversity Committee, the Women's Enterprise and the various subcommittees include members from various backgrounds, lifestyles and geographic regions who regularly meet to discuss goals and objectives. The committee are charged with developing many initiatives, which include:

Recruitment – The firm continues to increase efforts to find, attract and hire qualified members of underrepresented groups and provide them with an inclusive environment in which to advance. We support pipeline programs directed at encouraging diverse students to consider the legal practice after high school or college. We also recruit at law schools with large minority populations, and participate in minority clerkship programs, job fairs, conferences and workshops, including the Leadership Council on Legal Diversity 1L Diversity Scholar Program.

Mentoring, Professional Development and Leadership Opportunities – While we offer growth opportunities to all of our lawyers, we have made a special commitment to focus on the development of our minority and female lawyers. Beyond the traditional mentoring program, learning and development courses, and on the job training, every year we nominate one partner to participate in the LCLD Fellow Program and two associates for the LCLD Pathfinder Program. We support conferences that offer professional development opportunities to our lawyers, such as the California Minority Counsel Program, Corporate Counsel Women of Color Conference, The She-Suite Summit, Chart Your Own Course and industry specific events. We also promote individual efforts, including board participation, speaking engagements and attendance at community events.

Engagement and Retention – Our Legal Personnel Committee takes the lead in communicating with practice group leaders to ensure that individuals are on task with their learning plans, competencies and career goals. We offer support networks, which we formally achieve through our Inclusion & Diversity Resource Groups. Resource groups lead the firm's participation in minority career fairs, diverse law student receptions, minority bar conferences, client events and professional development opportunities.

Well-being – We know that attention to wellbeing is essential to lasting success. A sampling of resources and programs available at our firm include a Balanced Hours Attorneys (BHA) policy; MyWellBeing, a wellness program that focuses on the health and wellbeing of colleagues throughout the firm through initiatives, services, information and benefits; Health Advocate, a program that offers assistance with medical and insurance issues; Employee Assistance Program, a firm-funded program that includes a confidential helpline and access to independent counselors for employees and their families; and Bright Horizons Care Advantage, a back-up caregiver program available to all personnel. Other efforts to help our lawyers achieve balance and maintain a family-friendly workplace include alternative and balanced work schedule arrangements, mentoring programs, enhanced parental leave policies and domestic partner benefits. A female partner serves as the firm's ombuds-person on balanced hours initiatives. Lifestyle changes are equally important to us and for that reason we have developed transgender policies and gender-transitional issues training.

Recognitions – Recent recognitions our firm has received include: named to Working Mother magazine's 2019 "Best Law Firms for Women"; Yale Law Women selected the firm as a 2019 Top Ten Firm for Gender Diversity, recognizing it as a nationwide leader for its commitment and policies for inclusion and diversity; Received a score of 100% on the Human Rights Campaign (HRC) Foundation's 2020 Corporate Equality Index (CEI), for the 12th consecutive year.

"Although rainmaking depends a lot on a partner's initiative and abilities, as well as a degree of luck, a firm's active support is equally valuable. Many firms do not go the extra mile to support women in their rainmaking efforts, which can perpetuate a male-dominated rainmaking culture. However, Squire Patton Boggs goes out of its way to empower women and create opportunities for them, resulting in the ability to move more easily into the equity partner ranks and, perhaps more important, achieve greater career and job satisfaction. The firm does more than just talk about supporting women – the firm takes action. As the office managing partner of one of the firm's newest offices (and a mother of two), I have experienced this support firsthand. It is refreshing to work with so many male colleagues who truly value what women bring to the firm and know that when women succeed, we all succeed."

Ann-Marie McGaughey
Atlanta Office Managing Partner

"The firm supported my attendance at the Chart Your Own Course (CYOC) Career Development Conference in Orlando, Florida, at which I had the opportunity to network and foster relationships with diverse attorneys from other major law firms, as well as in-house attorneys. At the conference, we were able to engage in frank and candid conversation regarding a variety of topics, including mentoring and "sponsorship" of diverse attorneys, work ethic and "grit," developing a brand, maintaining intellectual curiosity, overcoming implicit bias, and business development. The CYOC conference was professionally and personally gratifying, and allowed me to develop long-term relationships that have extended well beyond the conference itself and promoted my continued success within the legal field."

Marques Richeson
Cleveland Partner and LCLD Fellow 2020

Community Involvement and Partnerships – We aim to continue our partnerships with businesses, schools, bar associations and nonprofits in our communities. A sampling of events include:

- Sponsored conferences hosted by national and local bar associations, including the Hispanic National Bar Association, LGBT Asian American/ South Asian Lawyers Reception, LGBT Annual Conference & Career Fair, Midwest Black Law Students Association Regional Convention, National Asian Pacific American Bar Association Convention, and Norman S. Minor Bar Association.
- **Ron Brown and Louis Stokes 1L Diversity Event and Reception** – During the month of February 2020, we hosted our annual Ron Brown & Louis Stokes 1L Inclusion & Diversity events in our Cleveland, New York, Phoenix and Washington DC offices. The inaugural event was in the Spring of 2018 in Washington DC. This year’s theme was “Tips for First Generation Lawyers. The annual event is named in honor of Ron Brown and Louis Stokes, former lawyers at our firm, who strived for equality in the legal industry and the communities in which they lived and worked, and left a strong legacy for others to follow.
- **International Women’s Day (IWD)** Celebrations yielded an opportunity for our offices across the firm to tailor events and host panels around the year’s IWD campaign theme of #EachForEqual. Events ranged from panel discussions to breakfasts, lunches, receptions and local evening events.
- **Summer Executive Workshop on the Vineyard** – Partners Fred Nance and Rodney Slater offered welcome remarks at this sold-out event. For the second year in a row, we were the only law firm sponsor at this event, presented by Beta Iota Boulé, The Executive Leadership Council (ELC) and McKinsey & Company. The ELC is an independent nonprofit founded in 1986 that opens channels of opportunity for the development of black executives to positively impact business and our communities.
- **This Changes Everything Private Screening** – Hosted a firm-only exclusive viewing of the Geena Davis documentary *This Changes Everything*, in New York and Washington DC. The firm provided the platform where women can come together, expand their networks and have a free and frank discussion about gender equality.
- **Institute for Inclusion in the Legal Profession (IILP)** – Procter & Gamble, based in Cincinnati, Ohio, hosted the “IILP Review: The State of Diversity and Inclusion in the Legal Profession,” on October 10, 2019. Partner Lauren Kuley was a panelist at this well-attended event on the topic, “The Business Case for Diversity and Inclusion: Is It Time to Renew Social Justice as a Rationale for D&I in the Legal Profession.”
- **Whitman-Walker Walk & 5K to End HIV** – Whitman-Walker Health, organizes an annual fundraiser, the Walk to End HIV. Our firm contributes to the Walk to End HIV. In addition to the firm’s contribution, individuals can donate to the Walk to End HIV and/or join the firm’s team. Friends, family and pets are all welcome to join the 5K run or walk.

“Success in BigLaw and motherhood are compatible! I used to think the opposite, but as I committed to conquering the partnership track, I realized that I was at a firm where having children did not necessarily mean that my career progression would be sidetracked by, well, life! With the arrival of both of my children, good planning and the support of my colleagues translated to (mostly) seamless transitions and, ultimately, promotion to partnership. Life as a new partner with two young children at home is by no means a cake-walk, but having the support of my colleagues from across the globe does make it possible to juggle client and family demands. Notably, as a new partner, the firm has continued to support my growth and development by giving me a platform for increased exposure and business opportunities. I have been proud to represent the firm in numerous inclusion and diversity activities, including as the 2019-2020 fellow to the Leadership Counsel on Legal Diversity, an organization of more than 320 corporate chief legal officers and law firm managing partners. Through my participation in LCLD, I have forged numerous relationships with diverse leaders in the legal profession and developed a broader community of working parents with whom to collaborate. As I settle into my role as a new partner and think of my future here, I feel fortunate to be at a firm where I can lend support to those coming up the ranks just as the firm continues to support me on my journey.”

Marisol C. Mork,
Los Angeles Partner and LCLD Fellow 2019

