

Diversity, Equity and Inclusion

2022 Highlights



Dechert
LLP



Diversity, Equity and Inclusion

In the Spirit of **TOGETHERNESS**



This year we celebrated Dechert’s diverse communities and shared special moments together in person.

- Diverse associates and counsel from around the globe attended our 2022 Diverse Associates’ Symposium in New York. With the theme of “Stronger Together: Embracing the Power of Difference” participants established community and strengthened relationships through the Symposium’s activities.
- As part of the firm’s commitment to fostering a more diverse workplace, Dechert has signed the [American Bar Association’s “Pledge for Change: Disability Diversity in the Legal Profession”](#) to formally affirm the commitment of our law firm to diversity, specifically disability in the legal profession.



“As we continue to navigate challenging world events, we are reminded to revitalize that spark of joy that lives within us, lean into our support systems and uplift one another. When we unite as a community, we inspire each other to deliver our very best work and thrive – as individuals and on our teams.”

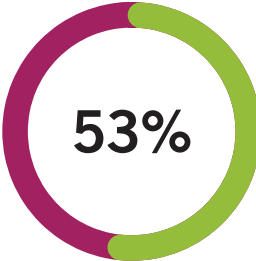
-Satra Sampson-Arokium
Chief Diversity, Equity and Inclusion Officer



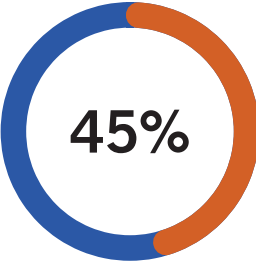
By the Numbers:



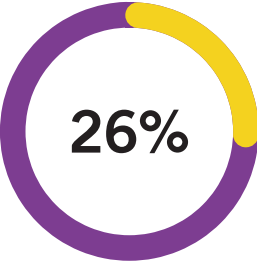
of the Policy Committee [senior leadership team] are women and/or diverse* partners.



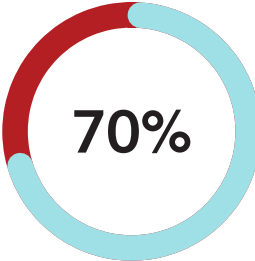
of the lawyers promoted to partner [effective January 1, 2023] are women.



of our global offices are managed by women and/or diverse* partners.



of our partners globally are women.



of our Fall 2022 class of new associates are women and/or diverse*

*Lawyers of color and/or LGBTQ

DEI at the Forefront

Diverse Associates' Symposium

The theme for this year's Symposium was "Stronger Together: Embracing the Power of Difference." Over 150 diverse associates and counsel from around the globe attended the Symposium at the 1 Hotel Brooklyn Bridge. Through panel discussions, community service and events, participants gained a better understanding of the firm, its strategic outlook and its commitment to DEI, while also building their personal networks and developing individual road maps for career development.



Recap of the 2022 Diverse Associates' Symposium



"Whether it's signing the Disability Pledge for Change, including business service professionals and allies in our Affinity Groups, or supporting Pink Friday and the CROWN Act, Dechert works to stay at the forefront of DEI. It is inspiring to be in an environment that regularly supports and amplifies the voices of marginalized communities."

-Jessica Maroney Shillito
Global Director, Diversity, Equity & Inclusion



Promoting Equity Through Pro Bono

"The MOVE project helped me understand that the power of pro bono at Dechert lies in its ability to dedicate resources and legal services to rectify inequities, especially those that impact racial minorities and low-income communities. As a young lawyer from an underrepresented background, I am incredibly privileged to work alongside excellent lawyers and teachers. While the victims of the 1985 bombing can never be fully restituted for their loss, the MOVE project is evidence of the relentless, ongoing and global effort to rebalance the scale of power by pursuing truth and equity in spaces where it has historically been denied."

-Tooba Hussain
Associate, Trial, Investigations and Securities



Pink Friday

This year, Dechert colleagues around the world wore pink to demonstrate allyship and support for the LGBTQ community. Pink Friday is an Asia-wide celebration of LGBTQ inclusion that first began in 2014 when a group of Goldman Sachs Hong Kong employees wore pink T-shirts to show their support of an LGBTQ inclusive work environment.



Halo Code and CROWN Act

Dechert is now a signatory of the UK **Halo Code** and supporter of the U.S. **CROWN Act**. In support of the Halo Code and the CROWN Act, the firm is committed to:

- Standing against all forms of hair bias and discrimination.
- Ensuring all firm personnel are respected and valued regardless of hairstyle or hair texture.
- Recognizing and celebrating the differences in our community.

Key Initiatives



Aspiring Solicitors

Dechert is an Affiliate Partner of Aspiring Solicitors (AS), a UK organization that aims to increase diversity in the legal profession by working with its 65,000+ members from underrepresented groups to achieve their goal of obtaining a training contract. In 2022, Dechert marked the sixth successful year of sponsoring the organization's national Commercial Awareness Competition, with the winners offered a vacation scheme and an opportunity to interview for a training contract at Dechert. Dechert was the first AS partner firm to achieve a newly qualified solicitor intake with 50% originating from the AS program, which earned the firm the inaugural "Best Retention of Diverse Talent" Award from AS in its 2022 All Stars Award.



Inclusive Leadership

Commitment to diversity, equity and inclusion stems from the top. Our partners have all participated in interactive sessions on inclusive leadership since 2018. In 2021, the training expanded to the entire Dechert community. We covered such issues as affinity bias, attribution bias, familiarity bias, covering, in and out groups, actionable allyship, unconscious bias and inclusive leadership in times of crisis. Individuals participate in interactive sessions that center around dramatizations that prompt conversations, challenge stereotypes and inspire change.



Mansfield Rule Certification

Dechert has achieved Mansfield Plus Certification for the fourth consecutive year after completing the Mansfield Rule 5.0 twelve-month certification program. In 2022, Dechert was also one of fourteen firms to participate in the inaugural Mansfield UK Pilot, and we are proud to have achieved Mansfield Plus Certification for this program as well. Both recognitions signify the firm's commitment to moving the needle on diversity within firm leadership. This certification confirms that Dechert has affirmatively considered at least 30% women, lawyers of color and LGBTQ lawyers for leadership and governance roles, equity partner promotions, formal client pitch opportunities and lateral positions. Dechert received Mansfield "Plus" status for achieving 30% diverse lawyer representation in a notable number of current leadership roles and committees.



Diversity, Equity and Inclusion Week

During our annual DEI week, we encouraged our colleagues to take pride in and celebrate their identities; inspired them to find purpose through shared experiences; and provided them with opportunities to connect through activities that uplift and unite, including an interactive quiz, laughing yoga and the rhythms of African drums in our offices. We also hosted an informative and educational presentation from Global Butterflies that focused on the importance of using gender pronouns and how to interact respectfully with the trans and non-binary community.



Sponsorship and Sustained Support Program

The Global Women's Initiative hosted the 8th annual Sponsorship and Sustained Support (SASS) Program, which is designed to help women associates, counsel and national partners navigate the path to partnership. The 2022 theme for the SASS Program was "Reconnect, Renew and Reimagine." The program included sessions on resiliency, self-advocacy and defining your personal brand, as well as insights into the path to partnership from recently promoted partners.



Diversity Liaison Partners

Selected to oversee the diversity, equity and inclusion efforts of their respective practice groups, Diversity Liaison Partners (DLPs) collaborate and meet regularly with the Diversity, Equity and Inclusion team to exchange valuable information and insights. DLPs receive extensive training from Professor Jerry Kang from UCLA School of Law regarding an evidence-based approach to diversity and inclusion. With this background, DLPs are better equipped to monitor assignments for equitable distribution of opportunities and workflow and ensure that diverse individuals are being mentored/sponsored, advised on their development and promoted internally and externally to the firm and clients.

Enriching the Dechert Community

Affinity Groups

Our affinity groups help to build community and foster an inclusive culture at Dechert. They support the development and retention of diverse lawyers, while also educating Dechert colleagues about the history and traditions of their cultures.

This year, we've opened our affinity groups to business services professionals and allies to further our commitment to inclusion.



Asian Affinity Group

Award-winning actor, director, producer and diversity advocate Daniel Dae Kim discussed the importance of Asian American representation in Hollywood during Asian American Pacific Islander Heritage Month. The Asian Affinity group also hosted a Lunar New Year celebration where Taiwanese-born British food writer and award-winning Chef Ching-He Huang hosted a virtual dumpling making session. The affinity group ended the year by celebrating Diwali, the Festival of Lights.



Black Lawyers Alliance

The Black Lawyers Alliance (BLA), kickstarted Black History Month by celebrating Black excellence with Cathy Hughes, founder and chairperson of the largest African American owned and operated, broadcast company in the nation. In line with this year's theme, "Black Health and Wellness," the BLA also hosted a conversation with Shanti Das, founder of Silence the Shame. Shanti amplified the importance of destigmatizing mental health.



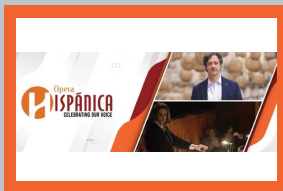
Disability Affinity Group

To promote disability awareness, the Disability Affinity Group hosted their inaugural event with award-winning inspirational TEDx speaker and stand-up comedian, Joze Piranian. Joze shared how he avoided speaking for over 25 years out of the fear of being judged for being different. His inspirational message reminded the Dechert community of the power of resilience in their everyday lives.



Global Women's Initiative

The Global Women's Initiative hosted current affairs journalist, author and broadcaster Mary Ann Sieghart. In her book, "The Authority Gap," Mary Ann explored why women are still taken less seriously than men today and what measures we can take to address this imbalance.



Latino Affinity Group

The Latino Affinity Group welcomed internationally acclaimed conductor Jorge Parodi for a live performance from Opera Hispanica. As a U.S.-based opera company, Opera Hispanica's mission is to empower Latin artists and develop communities through groundbreaking cultural productions.



LGBTQ Affinity Group

The LGBTQ Affinity Group hosted a dynamic conversation with actress, activist and founder of TransTech Social Enterprises, Angelica Ross. Commonly known for her role in Ryan Murphy's FX hit *Pose*, Angelica is also a leader in the fight for transgender and racial equality.



Veterans Affinity Group (Dechert Heroes)

This year, the Dechert Heroes launched a podcast where they discuss how military concepts can be applied to law and everyday life. For Veterans' Day, the group hosted Retired Lieutenant Colonel Scott Mann. As a former U.S. Army Green Beret, Scott shared his incredible story and the relationship-building techniques that drove so many of his successful combat operations.



London Inclusion and Diversity Committee

To celebrate this year's theme for UK Black History Month, "Time for Change: Action not Words," the London IDC hosted a riveting conversation with scholar and historian, David Olusoga. David discussed the reclamation of Black History in the UK, Black people's contributions over the years and how this legacy shapes the present. The event concluded with a showcase of local Black-owned businesses.

Stewardship

LCLD Pathfinders and Fellows

Dechert participates in the Leadership Council on Legal Diversity (LCLD) Fellows and Pathfinders Programs. With a focus at different seniority levels, both programs are designed to connect high-potential attorneys with professional development and networking opportunities. LCLD Fellows have an opportunity to network with general counsel and managing partners from preeminent organizations for a year-long, multi-tiered professional development series. Pathfinders, who are more junior in their careers, gain practical tools for developing and leveraging professional networks, leadership skills and career development strategies.



D. Brett Kohlhofer
2023 LCLD Fellow
Associate
(Washington D.C.)



Adorah Nworah
2023 LCLD Pathfinder
Associate
(Philadelphia)



Alyssa Walters
2023 LCLD Pathfinder
Associate
(New York)

Women-Led Teams

“We are proud of the diversity of our team in an area of the law that is traditionally male-dominated,” noted Dechert partner Laura Swihart. “A recent analysis into the global finance team makeup showed that more than 50 percent of our lawyers identify as women and/or diverse. Additionally, we are very pleased that some of our recent deals have been staffed fully by women lawyers.” One such deal that closed in 2022 was not only female-led but all staff working on it were women of color. Led by partner Nitya Kumar Goyal, Dechert advised an affiliate of Rockwood Capital, LLC, as lender, in connection with the purchase of a US\$45 million mezzanine loan. The team also included associates Adorah Nworah, Davina Okonkwo and summer associate Kandace Smith. General Counsel at Rockwood, Marti Breier applauded the team, remarking, “We look forward to continuing to work with the strong, diverse teams that Dechert provides!”



Pictured L to R:

Nitya Kumar Goyal, Partner (Philadelphia), Adorah Nworah, Associate (Philadelphia), Davina Okonkwo, Associate (Philadelphia), Kandace Smith, Summer Associate (Philadelphia).

Diversity Champions

Dechert’s diverse, multinational identity is a core component of who we are. Recognizing the individuals who serve as role models for the inclusive, open culture we value, Dechert offers the Diversity Champions Award. In 2022, members of the Dechert community submitted close to 100 nominations, ranging from partners to business service professionals.

Four Diversity Champions were recognized by firm leadership, with honorees each awarded a \$10,000 bonus.



Pictured L to R:

Alyssa Walters (Associate), PLMT, NY, Quentin Muron (Associate), IA, Paris, Jeffrey J. Saavedra (Associate), FRE, NY, Rithea Sok Cham (Messenger) Paris

Alyssa: “Alyssa is a champion for LGBT+ visibility inside and outside the Dechert community... She uses innovative ways to signal gender identity and sexual orientation... It sets an example of being out in a public way, of not being ashamed and it’s also beautiful.”

Quentin: “Quentin has spearheaded the inclusion and diversity efforts in the Paris office, including the Diversity and Inclusion newsletter... He goes above and beyond in facilitating inclusion and shaping a welcoming, supportive environment at the Paris office.”

Jeffrey: “Jeffrey has shown time and time again that he is committed to a diverse and inclusive workplace environment and he leads by example... [He] practices what he preaches and is the kind of ally and mentor we should all aspire to be.”

Rithea: “Rithea is unanimously recognized as the most welcoming person in the Paris Office ... His dedication and benevolence make him a model for his colleagues and make our work more efficient and pleasant every day.”

Providing Support and Resources

The DEI team launched an internal website to provide resources for the Dechert community and further illustrate the firm's commitment to cultivating an inclusive culture and improving DEI at Dechert and in the legal industry. The site includes helpful information about our initiatives, resources, program replays and a regularly updated DEI Toolkit.

DIVERSITY, Equity
& Inclusion

Visit our new intranet site

Dechert

MENTORING

To enhance our mentoring efforts, the firm launched Mentoring@Dechert, a firm-wide mentoring program where all associates are matched with a partner mentor who is invested in their professional development and growth. The program is designed to provide all associates with an equitable, consistent, and development-based mentoring experience.

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“The firm continuously works to provide everyone in the Dechert community with the training, resources and support that they need to thrive. Our commitment to advancing diversity, equity and inclusion is one of our core values, and we are honored to be recognized by the legal industry and our own employees for creating a culture of inclusion and belonging.”

-Abbi Cohen

Deputy Chair of Diversity, Equity and Inclusion



Awards and Recognitions

- Corporate Equality Index “Best Places to Work for LGBTQ Equality” by the Human Rights Campaign for 10th consecutive year
- Diversity Leader Award – *Profiles in Diversity Journal*
- 100 Best Companies for the fifth consecutive year – *Seramount*
- Best Companies for Dads and Best Companies for Multicultural Women for the third consecutive year – *Seramount*
- Top Companies for Executive Women for fourth consecutive year – *Seramount*
- Mansfield *Plus* Certification in the U.S. for the fourth consecutive year
- Mansfield *Plus* Certification in the UK Pilot
- Best Retention for Diverse Talent – *Aspiring Solicitors*
- 2022 Tipping the Scales Firm – *Diversity and Flexibility Alliance*
- 2022 Compass Award – *Leadership Council on Legal Diversity*
- Fortune Best Workplaces for Women, Parents and Millennials – *Great Place to Work*



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Certified *Plus* 2022
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