



# Dedication to Diversity, Equity and Inclusion

From our founding in 1972, Fenwick has been committed to promoting diversity, equity and inclusion both within the firm and throughout the legal profession.

We believe that a diverse workforce contributes meaningfully to our excellent client service and that an inclusive culture fosters collaboration, respect, creativity and mutual understanding.



Mansfield Rule  
**Certified 6.0 Plus**



**Best Law Firm for Women in  
Business Law** in North America  
– *Euromoney*



Among **Top 15 Law Firms**  
**in the U.S.** for Diversity  
– *The American Lawyer*



**Perfect Score Corporate  
Equality Index** for pro-LGBTQ  
policies and work environment  
– *Human Rights Campaign*



Named Among the **Best  
Law Firms for Women**  
– *Seramount*



**Top 10** among law firm finalists  
recognized for contributions to  
diversity in the legal industry  
– *Minority Corporate Counsel  
Association*

# Innovative DEI Initiatives

From our DEI Steering Board and Working Groups to practice group leadership, our diverse talent is critical to the Firm's leadership and initiatives. For decades, Fenwick has invested in recruiting and developing talent and ensuring that diverse individuals succeed in their careers. Key initiatives include:



**Billable Hours Credit** for contributions that advance the firm's diversity, equity and inclusion initiatives.



**Black Attorney Sponsorship Program** offers individualized and strategic career development guidance to every Black attorney across the firm.



**Women's Caucus** is focused on advancing the careers and opportunities for our women partners and associates. The Women's Caucus highlights our strong talent internally and externally, partnering with clients and others to build networks and inspire.



**Parental Reintegration Program** supports parents with transition periods, including the pre/post leave option of working a reduced hours schedule and receiving creditable hours, as well as backup childcare and tutor stipends.



**1L and 2L Scholarship Programs** further enhance our recruiting pipeline with law students from historically underrepresented groups in the legal profession or who have demonstrated outstanding commitment to advancing diversity, equity, and inclusion.



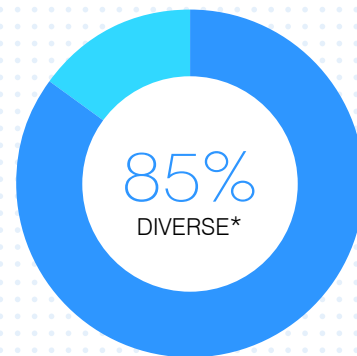
**13 employee resource groups** designed to build community and address issues that disparately impact diverse individuals. The resource groups also provide opportunities for associates to take early and significant leadership positions, interacting and influencing Firm management and initiatives.

## Championing Diversity in the Legal Profession and Beyond

In the last two years, **Fenwick has donated over \$1 million to racial justice organizations**, including the Equal Justice Initiative, the ACLU, the Lawyers' Committee for Civil Rights and the NAACP Legal Defense and Educational Fund.

## Diverse Attorney Hiring

2022 Lateral  
Attorneys Hired



\*Individuals who belong to an underrepresented group based on their gender, race, ethnicity, sexual orientation, ability or veteran status.