

MAYER | BROWN

DELIVERING EXCELLENCE THROUGH
Diversity, Equity & Inclusion

Contents



FROM THE CHAIR

In thinking about diversity, equity and inclusion, we start from the premise that complex legal challenges call for lawyers who are creative thinkers committed to continuous learning and willing to question old assumptions. Experience has taught us that those qualities are best cultivated when we assemble diverse teams to meet our clients' needs.

JON VAN GORP

A handwritten signature in cursive script, reading "Jon Van Gorp".

ON THE RIGHT

CEOs and board members discussed trust and identified ways to establish data leadership at the inaugural Digital Trust Conference organized by Mayer Brown, The Conference Board, Nasdaq, Bank of America and hosted at the The Watson Institute for International Studies at Brown University. Pictured here are Mayer Brown partners Rajesh De and Dominique Shelton Leipzig.





Pictured here:
Dominique Shelton Leipzig and Raj De

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**CELEBRATING
DIVERSITY**

We collectively focus on celebrating,
respecting and embracing our differences
as well as our shared values.



Shared Dedication to Excellence

At Mayer Brown, delivering the exceptional is part of our DNA. And we believe that a diverse and inclusive workplace is integral to our ability to exceed expectations as we advise clients across the globe.



Like our clients, we know that diverse perspectives inspire creative thinking and innovative solutions. We aim to continually cultivate a work environment that embraces, respects and values diversity, and in which our shared dedication to excellence unites us.

This report focuses on our commitment and responsibility to accelerate our diversity, equity and inclusion efforts in our firm offices worldwide.



Global Goals & Initiatives

Throughout our firm, we strive to ensure that our work environment welcomes, supports and values every individual, empowering excellence across the board. We continue to introduce and build on numerous initiatives to help each of us live these values, every day, in our offices and in our communities.



ACCELERATING MEANINGFUL CHANGE

Mayer Brown's Project Equity was created in the US in June 2020 following the killing of George Floyd by police officers in Minneapolis and is designed to broaden our engagement on issues of racial and social justice and help bring about meaningful change in the communities where we live and work. While initially directed at addressing systemic racism in the United States, Project Equity was expanded to all our offices globally to also include migrant workers, housing, education and empowering minority owned social enterprises.

Through Project Equity, we develop pro bono and community service opportunities for lawyers and business services staff focused on voter rights, criminal justice and policing reform, housing and economic stability, education and childhood/young adult opportunity and minority-owned small business assistance.

To date, we have developed more than 40 projects and dedicated more than 34,000 hours to Project Equity pro bono and community services matters. Through our financial contributions, we have supported the important work of organizations such as the Southern Coalition for Social Justice, the Southern Centre for Human Rights, the Promise of Justice Initiative, The Florida Rights Restoration Coalition, The Lawyers Committee for Civil Rights, the ACLU Racial Justice Program, NAACP Legal Defense Fund, the Asian American Law Fund of New York, The Posse Foundation, Kids In Need of Defense (KIND) and Breaking Barriers who support asylum seekers to get back into work.

Fostering a Culture of Respect

Over the past few years, we have also conducted more than 50 workshops designed to heighten awareness and provide tools to navigate issues like unconscious bias, imposter syndrome, how to be an impactful ally and how to apply inclusive leadership principles. Held in multiple offices across all regions of the firm, the interactive, professionally facilitated sessions evoke thoughtful self-reflection and practical tools to ultimately create a more inclusive culture.

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The diversity, equity & inclusion activities across our offices help us to develop our strong culture of respect, both within our workplace as well as in the wider communities in which we operate. Our affinity, network and resource groups give us a strong foundation to demonstrate our values and celebrate our differences.

ANNETTE
SHERIDAN

Global Chief HR Officer



SUPPORTING TOP TALENT

Creating and maintaining a more diverse and inclusive work environment across the firm is a key priority of Mayer Brown's Global Talent Development Plan, which focuses on recruiting, developing and promoting the highest-caliber people.

The Talent Development Plan guides our efforts to provide equal opportunities for all individuals to reach their full potential, underscores our commitment to improving diversity, equity and inclusion, supports professional development and helps us more effectively meet client needs.

Overview

It is essential to our vision that we become a more diverse and inclusive law firm. We will use our Global Talent Development Plan to drive this process through the following areas from our 2020-2023 Strategic Plan below.

- Recruitment
- Allocation of opportunities
- Training
- Setting diversity goals
- More diversity networks
- Mentoring
- Promotion
- Management accountability

BUILDING INCLUSIVE CULTURE

Global Diversity Month

We collectively focus on celebrating, respecting and embracing our differences and shared values with global diversity month. Our offices around the world organize arts and cultural events, fundraise with diverse community partners, and host discussions and workshops. In the US, more than 200 Mayer Brown lawyers and clients participated in a webinar led by Neha Sampat of BelongLab on "Inclusive Leadership: How to Cultivate Confidence and Bust Internalized Bias." Other US activities included a seminar co-hosted by the US DE&I and Well-Being Networks and the Chicago School of Professional Psychology focusing on the pandemic's impact on racial and gender minorities and the LGBTQ+ community. In Hong Kong, the Pride and Ally (P&A) Network hosted a panel discussion on creating an inclusive workplace for the less frequently talked about "L" (lesbian) and "B" (bisexual) women in professional services. Our European Offices hosted an event Talking About War with Children following the Ukraine conflict. Our LGBT+ Network hosted a speaker event with Mohsin Zaidi, author of *A Dutiful Boy*. The Fusion Network (race and ethnicity), in conjunction with NOTICED, an inter-law diversity forum, hosted a DiverCity seminar about Opportunity. TLC Lions hosted an event on driving culture change around the importance of self-care and mental health through story telling. The London LGBT+ network, together with the Women's Network, hosted a speaker event with Karuna Nundy, Advocate at the Supreme Court of India and Delhi High Court. Karuna's work currently includes proceedings against the Indian government relating to the recognition of validly performed foreign same-sex marriages in India.

Defining Pronouns

Mayer Brown lawyers and business services staff are encouraged to include their pronouns on their profile pages and signatures. This ensures colleagues and clients can refer to each individual according to their wishes.

My Authentic Selfies and Photos

In 2022, we invited our teams to share selfies that reflect the vast diversity of our activities and interests. **[1]** Amber Thomson, Associate in Washington DC, ski mobiling in Denver. **[2]** Danielle Bliss, Head of Lateral Partner Recruitment in London, qualified as an Executive Coach. **[3]** Jean-Philippe Montford, Partner in Brussels, running.



Going Purple for Disability Inclusion

Once again, Mayer Brown offices across the globe helped shine the spotlight on International Day of Persons with Disabilities by participating in #PurpleLightUp.



LONDON



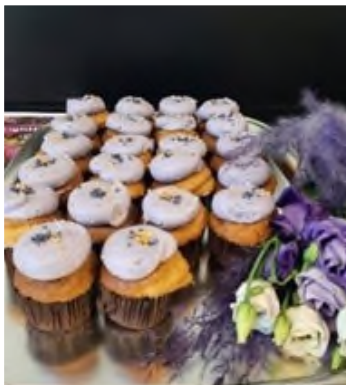
DÜSSELDORF



DUBAI



PARIS



BRUSSELS



ASIA

P U R P L E L I G H T U P

The global movement is dedicated to celebrating and highlighting the economic contribution of the 386 million employees with disabilities internationally.

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The work of building a diverse and inclusive organization is never done, but we at Mayer Brown proudly embrace the challenge.

We are building a culture of deep respect for difference, promoting growing numbers of women and other diverse lawyers into positions of leadership and encouraging the best and the brightest from diverse backgrounds to make Mayer Brown their professional home.

**JEREMY
CLAY**

Managing Partner



DEMONSTRATING OUR COMMITMENT TO DIVERSITY

Our Mansfield Rule Certification – 5.0 in the US and 1.0 in the UK – attests to our meaningful progress on diversifying firm leadership and our affirmative consideration of at least 30 percent women, lawyers of color, LGBTQ+ lawyers or lawyers with disabilities for leadership and governance roles, partner promotions, formal client pitch opportunities and senior lateral positions.

While Mansfield Rule accreditation in the UK will be based on data from our London office, and US certification on data from our US offices, our goal is to apply the Mansfield Rule approach wherever possible across the firm. We also believe participating in the program goes beyond accreditation, helping us accelerate achievement of our diversity goals by broadening the pool of candidates considered for key positions and activities.



Regional Goals & Initiatives

Guided by the firm's global vision and values, each of our three regions—the Americas, Asia and EMEA—continues to develop its own diversity, equity and inclusion goals and approach, tailored to meet the unique challenges of the region.





Spotlight: Americas

We strive to foster a more diverse, supportive and inclusive work environment in which everyone has an equal opportunity to succeed and reach their full potential by focusing on four key areas—recruiting, retention, promotion and communicating our commitment to diversity, equity and inclusion.

In the US, a Diversity Steering Board coordinates our diversity, equity and inclusion efforts, including the work of the Committee on Diversity, Equity and Inclusion and the Women’s Leadership Committee. Mayer Brown is the first law firm with a partner whose full-time role is to lead the firm’s US practice in its effort to create a more supportive and inclusive work environment.

Our expanding program of lawyer and staff affinity groups helps us achieve meaningful change by bringing together Mayer Brown colleagues who share interests or perspectives related to race, gender, age/generation, sexual orientation, parental status, dependent care or other areas. We have more than 30 affinity groups across our nine US offices and three in our offices in Brazil, where Mayer Brown works in association with Tauil & Chequer Advogados.

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Equity-minded leadership is an essential ingredient in the recipe for success in creating an inclusive work environment. We encourage and train our leaders to embrace this effective and impactful leadership style.

JERRY
DEBERRY

Partner, Director of DE&I, US





NETWORK. EDUCATE. CELEBRATE.

We initiate, sponsor and participate in a broad range of activities focused on building greater diversity, equity and inclusion, from networking and educating to cultural events and community outreach.

Diverse Lawyers Summit

More than 200 lawyers from Mayer Brown's US offices gathered for a summit in Nashville, Tennessee. Diverse attorneys who attended the two-day "Reconnect. Reengage. Reemerge" event focused on professional development, networking and leadership skills. The gathering kicked off with a Diversity Champion Awards Reception, which recognized members of the Mayer Brown community who have made significant contributions to the firm's DE&I efforts and in improving diversity in the legal profession.

[1] Diversity Champion Award honorees with Mayer Brown leadership. **[2]** Comedian, writer and activist Baratunde Thurston discussed his personal story and how attorneys can use their skills to innovate and push for social change. **[3]** Grace Shie, partner in Washington DC and Ann Richardson Knox, partner in New York.



Race and Justice in America Speaker Series

In collaboration with the Black Lawyers Affinity Group—nearly 1,000 Mayer Brown employees and clients attended the inaugural Race and Justice in America Speaker Series session with rap artist and activist Common. He joined partner Charles Harris to discuss his advocacy work around mass incarceration and mental health, including how to continue momentum for the commitments made in the past few years to advance racial equality.

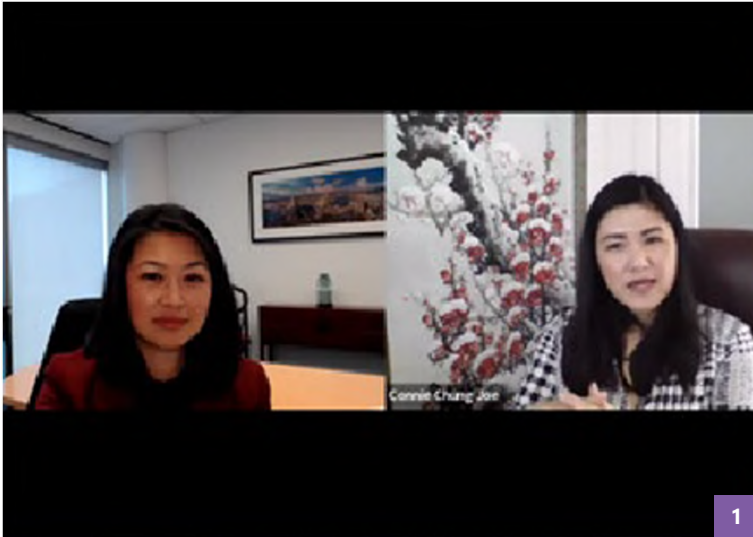
MAYER | BROWN





[1] Charles Harris, II (Chicago), William Barrow (Washington DC), Oral Pottinger (Washington DC) and Jerry DeBerry (New York) at a reception in Mayer Brown's Chicago office. [2] Summer sailing event in DC. [3] Amber Thomson (DC) and Oral Pottinger (DC) at Howard University School of Law recruiting event. [4-5] Black Lawyers Affinity Group co-chairs and members from various US offices reunite in Nashville at the Diverse Lawyers Summit.

ASIAN AMERICAN & PACIFIC ISLANDER LAWYERS AFFINITY GROUP



[1] Connie Chung Joe, CEO of Asian Americans Advancing Justice - Los Angeles, joined our partner Grace Shie (Washington DC) to discuss activism, progress and challenges faced by Asian American & Pacific Islander (AAPI) communities and the role of private sector investment in social justice movements. The program was part of our Race and Justice in America Speaker Series. **[2]** AAPI dinner in Washington DC. **[3]** AAPI outing in New York. **[4]** AAPI Lawyers annual holiday tea in Chicago.

[5] AAPI Lawyers panel discussion on how to bring measurable change for Asian Americans in the legal sector: [Clockwise from top right] Cathy Tang, CLO and corporate secretary, Krispy Kreme; Archis Parasharami, partner, Mayer Brown (Washington DC, Northern California); Smeeta Ramarathnam, CLO and head of communications, Cardless; Esther Chang, partner, Mayer Brown (Chicago); Shawn Chen, global general counsel for litigation and regulatory enforcement, HSBC; and Sunghee Sohn, assistant general counsel, Griffith Foods.



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As the daughter of an Ecuadorian diplomat, I spent my formative years in both DC and Quito. To me, different voices, different languages and different customs were natural and enriched my experience.

LIZ ESPÍN STERN

Partner, Washington DC





SHARING PHOTOS OF OUR HERITAGE

In celebration of Hispanic Heritage Month, Mayer Brown featured reflections from Hispanic and Latinx colleagues discussing the role their heritage has played in their lives and careers.

[1] “I constantly interact with bankers, sponsors and borrowers that are originally from Latin America...My similar background with clients and opposite parties often allows me to find common grounds when negotiating a deal or when doing business development.” -Juan Pablo Moreno, Partner (Chicago)

[2] “For me, learning about Mexican cuisine was a fun (and delicious) way to learn about cultural heritage and family traditions. Some of my grandmother’s recipes are still way above my skill level, but my undying love of fresh tortillas stems from my time in the kitchen with her.” -Matthew Marmolejo, Partner (Los Angeles)

[3] The Washington DC Hispanic and Latinx Affinity Group hosted a domino tournament with Mexican, Cuban and Salvadorian bites and prizes sources from Latin American artisans.



LGBTQ+ Lawyers Affinity Group

[1] Colleagues and summer associates took a walking tour of New York City LGBTQ+ landmarks. **[2]** The LGBTQ+ Business Services Staff Affinity Group and colleagues filled and distributed bags of food as part of a volunteer service event for the GMHC (formerly called Gay Men’s Health Crisis). **[3]** Washington DC’s LGBTQ+ Lawyers and Business Services Staff Affinity Groups celebrated Pride Month with colleagues and summer associates. **[4]** The LGBTQ+ and AAPI Lawyers Affinity Groups hosted a conversation with former Mayer Brown lawyer Amrit Kapai, the only openly gay cast member on Family Karma, Bravo’s groundbreaking docuseries that follows six multigenerational South Asian families. The event was moderated by Luiz Miranda (Chicago) and Britt Miller (Chicago).

[PANEL] *State Measures Targeting LGBTQ+ Youth*—features panelists from Lambda Legal, Transgender Law Center, and QueerMed to join NY partner Manuel Velez to discuss the recent state laws, proposals, and executive orders targeting LGBTQ+ youth, including Texas Governor Abbott’s order concerning gender-affirming care.



LEARNING & SUPPORTING IN BRAZIL

Our Brazilian offices participate in numerous educational opportunities and fundraising campaigns to expand knowledge about inclusive practices and provide support.





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Women's Day

Women associates in our Brazilian offices strengthened their leadership, management and other professional skills through workshop series offered in partnership with Movimento Muhler 360 and Clarissa Medeiros Consultoria. In honor of the Day of Conquest of the Women Vote, associates worked with interns to write and share brief profiles of history-making women. On International Women's Day, we celebrated women historically recognized for their intersectional fight for women's rights through the campaign: To Be a Woman is to Make History.

[1] Our Brazilian offices also hosted a webinar on "The Quality of Life of Women in the Workplace," featuring Caroline Moreira, CEO of Startup Negras Plurais, which supports women of color, and Gabriela Alvares, diversity & inclusion leader at Nestlé. [2] Journey of Pride lecture series. [3] Educational video series For Trans Visibility Day. [4] Mayer Brown professionals trained as volunteer mentors who advise trans people in CV creation, LinkedIn profile development and interview techniques. [5] Our São Paulo office hosted OUTstand, which convenes large companies and law firms to address LGBTQ+ inclusivity guidelines. [6] Our offices in Brazil hosted a discussion on the constitutional rights of indigenous peoples and a seminar on Brazilian national identity to celebrate the Day of the Indigenous Peoples. [7] Our São Paulo and Rio de Janeiro offices held a diversity soiree to celebrate Afro-Latin American and Caribbean Women's Day, also known as International Black Women's Day, and distributed books written by Afro-Latin American, African and Caribbean women.



EVENTS & RESOURCES

NextGen Focuses on Diversity

[1] Newly launched in our Washington DC office (inspired by the group in our London office), NextGen provides opportunities for the next generation to connect and network with peers. NextGen collaborated with several US affinity groups to host a networking event on the importance of diverse and inclusive leadership.



Collaborating to Spur Change

Mayer Brown lawyers, summer associates and alumni participate in a broad spectrum of conferences to enhance professional and business development, maintain networking and mentoring relationships, and gain insight on issues related to diversity, equity and inclusion. These include the Lavender Law Convention, Corporate Counsel Women of Color (CCWC) Annual Career Strategies Conference, Hispanic National Bar Association (HNBA) Annual Convention, National Asian Pacific American Bar Association (NAPABA) Annual Convention, Charting Your Own Course (CYOC) Annual Conference, South Asian Bar Association of North America (SABA) and the Leadership Council on Legal Diversity (LCLD) Alumni Leadership Symposium. [2] (CYOC) Annual Conference. [3] National Asian Pacific American Bar Association (NAPABA) Annual Convention. [4] Leadership Council on Legal Diversity (LCLD) Annual Alumni Leadership Symposium.





Juneteenth Observance Online Resources

Scan the QR code for a core set of curated events, podcasts, videos, books and other resources for the Mayer Brown community to deepen understanding of the significance and relevance of Juneteenth, the day when news of the emancipation and end of the Civil War reached the last group of enslaved people in America. Juneteenth is a paid, firm-wide holiday in Mayer Brown's US offices.

Watch



[A Primer on Structural Racism in America's Institutions](#), For Mayer America Speaker Series, NYU Law professor and ACLU President a custom program for Mayer Brown to explore the concept of systemic presence in America's institutions.



[Juneteenth Jamboree](#) explores stories of Black culture and history from a decade of Juneteenth celebrations (27 mins)



[Why Juneteenth is Important for America](#), a very brief history lesson



The 2016 documentary "13th," (a reference to the 13th Amendment Constitution) examines racial prejudices within the US prison system with politicians, historians, academics and convicts. It draws power from the profit-driven slave trade and the profit-driven mass incarceration continues today. (1 hr 40 mins)



EXPANDING DIVERSITY BEYOND OUR FIRM

In the US and Brazil, we collaborate with corporate clients, bar associations, law student organizations, and legal, financial, business and non-governmental organizations to meet our goals of building a more inclusive community and increasing diversity within the legal profession and beyond, in addition to within our firm.

We support

FORUM DE EMPRESAS E DIREITOS
HNBA
LAMBDA LEGAL
LEADERSHIP COUNCIL ON LEGAL DIVERSITY
MULHER360
NAPABA
NATIONAL BAR ASSOCIATION
NAWL
OUTSTAND
WILEF



BUILDING A PIPELINE OF DIVERSE TALENT

Increasing opportunity and diversity means reaching out into the community to encourage and support students to pursue legal careers. Across the Americas, we provide opportunities for diverse and traditionally underrepresented law students through fellowships, summer legal institutes, summer associate partnerships and mentoring programs. Our pipeline-building

initiatives include networking, hosting virtual internship fairs, and support and involvement in conferences, panels and workshops at secondary schools, law schools, colleges and universities.

PALS program (US)

For nearly a decade, Mayer Brown has been a sponsor of the Practicing Attorneys for Law Students (PALS), an organization dedicated to enhancing the skills and careers of minority law students and early career attorneys through mentoring, career guidance, professional development programming and networking opportunities.

In the New York City area, Mayer Brown and PALS hosted a panel discussion for law students with advice from law firm, in-house and civil rights attorneys on “How to Be an Effective Summer Associate or Intern in a Hybrid Environment.”

Diversity Scholars Program

The Mayer Brown Diversity Scholars Program annually awards \$25,000 scholarships to law students in our Summer Associate Program who share our commitment to improving diversity in the legal profession and demonstrate strong academic achievement, leadership skills and an ability to overcome adversity.



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MIA RUIZ

By becoming an attorney, I will help change what people picture when they see an attorney, and by doing so, I believe it will change what voices are amplified and heard by our society at large.

Student recipients in 2022

CHARLES ABRAHAM
New York, Seton Hall University

JAZYMIN COLEMAN
Chicago, University of Illinois

KATHRINA MIA RUIZ
Washington DC, Howard University

ALLISON DAVID
Los Angeles, University of California

JUSTIN JARRETT
Charlotte, Washington & Lee

ANNA TAYLOR MCMILLAN
Houston, University of Texas School of Law

JILLIANN PAK
Washington DC, University of Chicago

JEREMY SILAS
Washington DC, Georgetown

EXPANDING EQUITY IN BRAZIL



First Recipient of Our Diversity Scholarship: Nathan Abade

Nathan Abade (second to left) was the first recipient of our new Esperança Garcia Diversity & Inclusion Scholarship, in partnership with FGV Direito, Rio de Janeiro, to fund a law degree. We also funded preparatory scholarships for the OAB test (Brazilian bar exam) and public tenders for Black jurists in partnership with Abayomi.



ACCOLADES

BOOSTING DIVERSITY IN LEADERSHIP

Mansfield Rule Certification, US and UK, 2021-2022

A BEST PLACE TO WORK FOR LGBTQ+

HRC Corporate Equality Index, 2010-2022

LEADERSHIP COUNCIL ON LEGAL DIVERSITY

Compass Award, 2022

OUTSIDE COUNSEL DIVERSITY AWARD

Wells Fargo, 2022

CHAMPION AWARD FINALIST

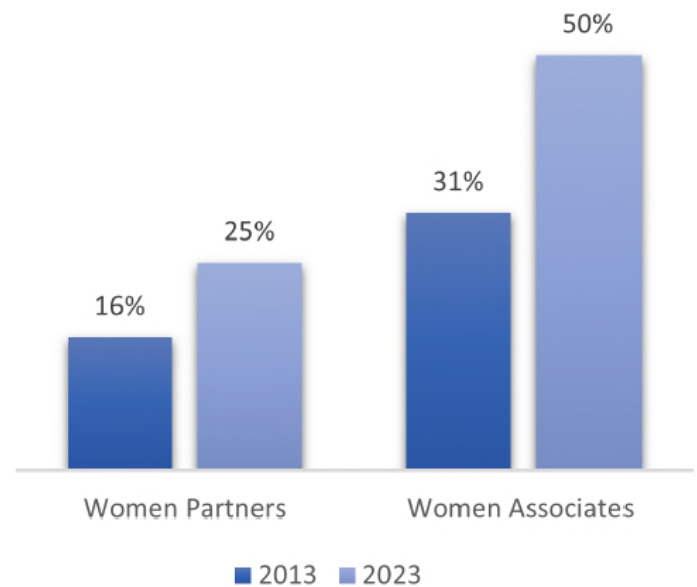
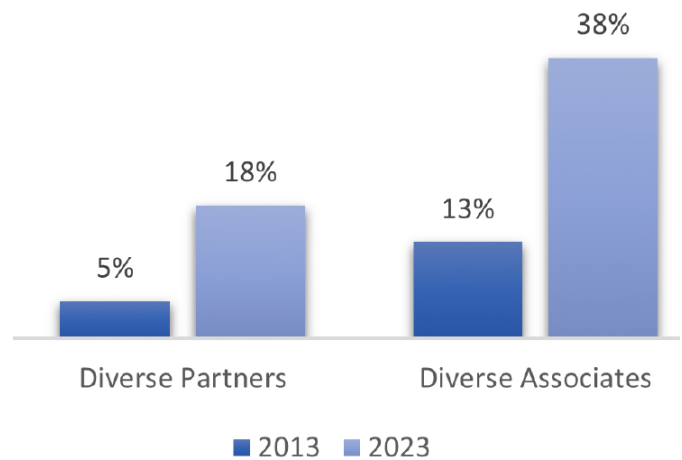
Citi Law Firm Diversity & Inclusion, 2022

BLACK LEADERSHIP AWARD

Jerry DeBerry, Partner and Director of DE&I (US), Profiles in Diversity Journal

BY THE NUMBERS IN THE US

Diverse US Partners and Diverse US Associates encompass race, ethnicity and individuals who identify as LGBTQ+.





Spotlight: Asia

After three years of social distancing measures, Asia is finally moving into its post-pandemic era, and the desire to re-connect with one another is almost palpable. Our offices restarted our diversity, equity and inclusion efforts in physical format and continued our commitment to inclusion initiatives relating to gender, sexual orientation, race, ethnicity, disability status, health and well-being and family.

TACKLING GENDER BIAS

Everyday Behavior Project

[1] To understand daily gender biases and everyday sexism behaviors in the Hong Kong legal sector, Mayer Brown and Women in Law Hong Kong (WILHK) launched the Everyday Behavior Project in June 2022. This research project involved asking lawyers, in-house legal counsel and other professionals in the legal sector to share their personal everyday experiences in the Hong Kong legal industry. Accenture provided the survey data analysis, key trends and findings.

The goal is to uncover the range of behaviors that women in the Hong Kong legal industry have to deal with every day and provide data to further explore how to address discriminatory behavior, close gender gaps in career advancement and promote a fair working environment.

We organized a Hong Kong legal sector roundtable in November 2022 for DE&I practitioners in law firms, HR specialists, lawyers in local and international firms, barrister and in-house counsel to discuss the survey findings and develop a call for action together. The report was released in January 2023.

Male Allies Program

[2] Six representatives from our Hong Kong office participated in the Women's Foundation Male Allies Program, which aims to engage men as key agents of change in breaking biases and supporting workplace gender equality.

Law Student Intern Program

[3] Among its many initiatives, our Retaining and Advancing Women (RAW) Network created an intern program for women law students of ethnic minority heritage. Now in its second year, it provided opportunities for AJ Poliquit, Tshomo Sherpa and Aneezia to work in various practice groups in our Hong Kong office for eight weeks in the summer. RAW mentors and buddies provided support to the law students, and Mayer Brown client Deutsche Bank hosted the interns for a week to provide insights on working as a general counsel.

International Women's Day

[4] To mark International Women's Day "Break the Bias" campaign, the RAW Network organized a virtual webinar focused on actions we can take to break the many biases that we still see every day, everywhere. We explored the qualities of a good leader in the context of diversity, the importance of building women's confidence and increasing representation of women in leadership.

Workshop Series

[5] The RAW Network presented quarterly workshops featuring life coach Samantha Thomas. Topics included covering overcoming imposter syndrome, engaging in purposeful work, coping with burnout and mastering meaningful goals.

TEDxTinHauWomen

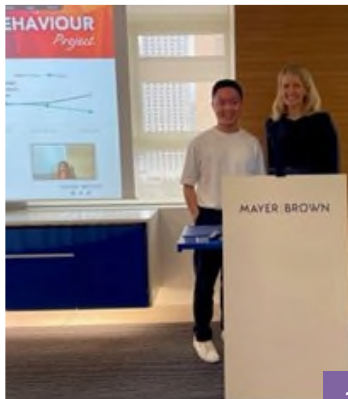
[6] Our RAW Network was the platinum sponsor for TEDxTinHauWomen, the only annual TEDx event dedicated to women in Hong Kong. It featured inspiring talks from women on a wide range of topics, including equality, environmental sustainability, sexuality and the power of technology to prevent child abuse.

27%

WOMEN INCOME & EQUITY PARTNERS

33%

WOMEN OFFICE PRACTICE LEADERS



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Creating a diverse, equitable, and inclusive workplace is not only the right thing to do, but also ensures business is future-proof and sustainable in the long run.

MICHAEL
CHEUK-HON CHAN

DE&I Manager, Asia



ADVANCING LGBTQ+ INCLUSION

[1] Be EnGayged Moot Competition. Mayer Brown is a sponsor of the annual moot competition; the signature event of the student-run Be EnGayged initiative at the University of Hong Kong which advocates for better awareness of LGBTQ+ legal rights. Michael Chan, Diversity & Inclusion Manager for Mayer Brown’s Asia offices, participated in a panel discussion on good practices in LGBTQ+-inclusive workplaces during the event’s award ceremony.

[2] Pink Dot. Mayer Brown was a Platinum sponsor at Pink Dot HK 2022, a fun and educational event for the LGBTQ+ community, families, friends, colleagues and allies.

[3] Pink Friday Celebrations. Mayer Brown joined with Goldman Sachs Hong Kong and more than 100 other Asian Pacific companies to show their support for LGBTQ+-inclusive work environments through #PinkFriday celebrations, including an LGBTQ+ Law trivia night co-hosted with the Hong Kong Gay and Lesbian Attorneys (HKGALA) Network and an evening of board games with LGBTQ+ allies.

“Out in Sports” Webinar. In Hong Kong, the Pride & Ally Network co-hosted a webinar with the Sports Committee to delve into the intersectional nature of LGBTQ+ identities and athletes, and better understand how sports can advance inclusion on and off the playing field.

FOCUSING ON WELLNESS & DISABILITY INCLUSION

Mental Health. The Work & Me Asia Network hosted two virtual sessions on managing emotional well-being in addition to organizing Mental Health Awareness Week, which included a webinar on workplace loneliness and signposting the multiple mental health resources available within the firm.

Work Opportunities for Individuals with Disabilities. The Hong Kong office supported CareER's efforts to provide job-matching and peer support for higher-educated persons with disabilities and special needs by participating in the non-profit organization's benchmarking index for disability inclusion and by sponsoring a recruitment fair booth. In addition, several members of the Work & Me Asia Network serve as "Inclusive Workplace Ambassadors" for the Dreams Come True Foundation's Work for All initiative. The ambassadors mentor youth with special education needs one-on-one for four months to help them integrate into the workplace.



DIVERSITY INITIATIVE OF THE YEAR, ASIA

Asia Legal Awards, Shortlisted

DIVERSE WOMEN LAWYERS

International Law Firm, Euromoney Legal Media Group Asia

GENDER DIVERSITY, WORK-LIFE BALANCE, WOMEN IN BUSINESS LAW

Women in Business Law Awards, Shortlisted, International Law Firm



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Spotlight on EMEA

The diversity, equity and inclusion leadership teams, along with our employee networks, in our EMEA offices support and celebrate our core values. We welcome the new RAW (Retaining and Advancing Women) Europe Network which encompasses the former London, Paris and German Women's Networks, in addition to including members from Brussels and Dubai.



OVERVIEW

To raise awareness and accelerate change in our key focus areas—disability, social mobility, race & ethnicity, gender equality, LGBT+, supporting those with families and caring responsibilities, and well-being—we organize dozens of educational and social events, support employees and collaborate with our clients and their diversity networks to expand outreach and share best practices.

PUTTING IDEAS INTO PRACTICE

Building Understanding & Support

Since its launch in early 2022 in the London office, the Enable Network has facilitated several events focused on understanding and addressing disability inclusion, including #PurpleLightUp celebrations, a discussion on the importance of self-care with Gian Power, TLC Lions, and a virtual lunch-and-learn session prior to providing a 12-week placement as part of the Down's Syndrome Association WorkFit employment program.

The network also created a resource page on the firm's intranet featuring available support services and first-person video accounts from individuals living with a disability or parenting a child with a disability. In addition, the number of trained Mental Health First Aiders in the London office has increased to 16.

Communicating & Educating

To mark International Day for the Elimination of Racial Discrimination, the London Fusion Network created a newsletter of events, film, theater and restaurant recommendations demonstrating London's diverse cultures. Each week during Black History Month, the network published articles, personal stories and book reviews focused on the role that race has played in British history.

We launched a new DE&I Network for employees in both our Düsseldorf and Frankfurt offices, focused on discussing all aspects of diversity, equity and inclusion. The German offices participated in

Europe's biggest career fair for Black People and People of Color (BPoC) organized by ADAN, a network of Afro-German, African and Africa-Interested students and young professionals.

Collaborating for Change

The Fusion Network hosted a TED talk screening on allyship followed by a panel discussion on how to support underrepresented groups in the workplace. The network also collaborated with NOTICED, the UK's first inter-law diversity forum, on a DiverCity event. It featured three individuals sharing their personal City success stories and a presentation by Steel Warriors on how they recycle metal from knives taken off the streets into outdoor street gyms and teach workout skills designed to empower young people.

Our Brussels office is a co-founder of the Legal Diversity & Inclusion Alliance, which raises awareness and shares best practices among law firms. In Germany, we were a founding partner of Employers for Equality in 2020 and have since been part of the E4E network, which enables member companies to share best practices and access a variety of diversity, equity and inclusion resources, including training, events, mentoring and networking. In addition, as a signatory to the Charta for Diversity in Germany, we have committed to promote and raise awareness of diversity, equity and inclusion.

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As co-chairs of the Fusion Network, we see our role as being ‘agents for change.’ Through highlighting issues faced by persons from different backgrounds in the workspace, celebrating different cultures, providing safe spaces to share stories and experiences, and offering support, we are working together with the firm to make inclusion for everyone a reality.

DEVI
SHAH

Co-Chair, Fusion Network



Expanding Inclusion

Throughout the year, workshops in our London office addressed numerous aspects of inclusion, including understanding and respecting different working styles and preferences, deaf awareness and sign language, hybrid environments and inclusive allyship.

In partnership with Breaking Barriers, a charity focused on helping refugees find employment, our London office has delivered skills-based workshops and hosted work placements.

Celebrating Diwali

[1 + 2] To celebrate Diwali, the Festival of Lights, the Fusion Network hosted TV broadcaster Sonali Shah reading her delightful children’s book “The Best Diwali Ever” and an evening featuring Dhol drummers, a dance performance from a Mayer Brown trainee and a Bollywood dance class for the London office.

LGBT+

[3] London’s LGBT+ Network hosted a joint event with the Fusion Network featuring Mohsin Zaidi (third from left), author of “A Dutiful Boy,” discussing his personal journey as an Asian homosexual man. The network also co-hosted an event with the Women’s Network featuring Karuna Nundy, advocate at the Supreme Court of India and Delhi High Court, who has helped shape and redefine the law regarding gender rights, LGBT+ rights and freedom of speech. She represents London LGBT+ Network member Joydeep Sengupta and other plaintiffs in proceedings against the Indian government relating to recognizing validly performed foreign same-sex marriages in India.

For Pride Month, the London office held a month-long celebration with balloons, sweet treats, rainbow laces for our netball and football teams, and an evening of drinks co-hosted by the LGBT+ and NextGen network.



Top Employers for LGBTQ+

We have been ranked 13 in Stonewall's Top 100 Employers list for LGBTQ+ people. Stonewall's 2022 Top 100 Employers list is based on commitment to the inclusion of lesbian, gay, bi, trans and queer people in the workplace. Stonewall's annual benchmark tool showcases the most LGBTQ+ inclusive employers in the UK. Mayer Brown, the fourth highest ranked law firm in the list, also received a Gold Award in recognition of its impressive rise up the table—climbing 51 places on the list.

The Paris LGBT+ Network donated to Le Refuge, which works to prevent isolation and suicide among young LGBT+ people. Paris counsel and network founder Joydeep Sengupta joined clients at a Le Refuge fundraiser, presided over by the French minister delegate for gender equality, diversity, and equal opportunity.

The London and Paris LGBT+ Networks co-hosted a client networking event for LGBT+ professionals and allies in Paris' banking, finance, and legal sectors.

Gender Equality

[4] To celebrate International Women's Day, the London Women's Network hosted a cocktails and canapés evening focused on #BreakTheBias, including how to avoid making assumptions, be a role model and mentor, and challenge gender bias. The Paris Women's Network hosted an all-staff presentation by Tatianna Brilliant, who led hostage and terrorist negotiations for an elite French National Police unit for years before becoming a crisis management consultant.

Other London Network activities throughout the year included hosting an event on Why Women are Leaving the Law – and What to Do About it, and co-leading a clothing drive to help women in need of business-appropriate attire for interviews or to wear on the job.

Our Paris office continues to sponsor the women's initiative programming at International Private Equity Market (IPEM) events. Mayer Brown women partners, counsel and senior associates are among the thousands of attendees. In addition, the office has sponsored the first three presentations of the Young Women's Talent Awards, honoring women active in private equity.



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Diversity, equity and inclusion are not just buzzwords. They are of fundamental importance in creating a culture where individuals can succeed and reach their full potential. A diverse team brings varied perspectives, experiences and ideas, enhancing the firm's ability to provide comprehensive legal solutions and better serve our clients.

**DANIELLE
WHITE**

Head of DE&I and CSR Europe



Our Women's Network in Germany partners with PANDA, a leadership network that offers experienced women executives and talented young women a platform for dialogue, networking and professional development. The German offices also introduced the "Capitalizing Gender Equality" initiative to develop measures to increase the number of women leaders.

Family & Careers

The Work & Me Network welcomed 35 Mayer Brown children to the office for Bring Your Child to Work Day and also hosted an evening with Lucy Kellaway, author of "Re-educated: How I changed My Job, My Home, My Husband and My Hair," a witty celebration of education's power to transform lives – at any age.

Broadening Access to the Legal Profession

We partner with a range of community organizations and clients to facilitate broader access to the legal profession and create opportunities for students and community members from underrepresented groups to build skills and gain work experience. In London, this includes working with Aspiring Solicitors, SEO and My Big Careers, offering numerous opportunities including mentoring programs, virtual diversity law fairs, insight days application masterclasses and speed networking.

The London office welcomed several participants to a work experience program hosted in collaboration with Open Palm, a charity focused on improving lives of young people in the UK by advancing education and promoting racial equality. In addition, the office hosted the workplace residential portion of Manchester Metropolitan University's First-Generation Program, which aims to address recognized barriers first-generation students often face as they prepare to move into the workplace. In partnership with One Million Mentors, a community-based mentoring system, the London office is supporting several young people as part of the newly formed STEAM program.



Committed to Driving Change

We believe that diversity, equity and inclusion drive excellence, opportunity and meaningful change in our offices, the legal profession and the wider community. We are proud of our progress but recognize much work still needs to be done. We value ongoing input from our lawyers, staff and clients on how we can improve our diversity & inclusion efforts within our workplace and beyond.

LEARN MORE

We invite you to learn more about our diversity, equity and inclusion initiatives. Visit us at mayerbrown.com/diversity.

DE&I MISSION STATEMENT

Our goal is to create and maintain a diverse, supportive and inclusive work environment in which everyone has an equal opportunity to succeed and reach their full potential.

BY THE NUMBERS (2022)

First generation to go to university

27% of candidates on our vacation schemes

21% of training contract hires

Came from non-selective UK state school

31% of candidates on our vacation schemes

32% of training contract hires

Identify as LGBTQ+

6% of vacation scheme candidates

Disability

14% of candidates on vacation schemes

16% of training contract hires

Women

69% of vacation scheme candidates

63% of training contract hires

Black, Asian, minority, ethnic backgrounds

56% of candidates on vacation schemes

36% of training contract hires



TOP 75 EMPLOYER

Rose to #57 (2022) from #74 (2021)

Social Mobility Index

TOP 100 EMPLOYER

#13 in 2022

Stonewall UK Workplace Equality Index

TOP 30 EMPLOYER

Working Families 2022

Mayer Brown is a distinctively global law firm, uniquely positioned to advise the world's leading companies and financial institutions on their most complex deals and disputes. With extensive reach across four continents, we are the only integrated law firm in the world with approximately 200 lawyers in each of the world's three largest financial centers—New York, London and Hong Kong—the backbone of the global economy. We have deep experience in high-stakes litigation and complex transactions across industry sectors, including our signature strength, the global financial services industry. Our diverse teams of lawyers are recognized by our clients as strategic partners with deep commercial instincts and a commitment to creatively anticipating their needs and delivering excellence in everything we do. Our “one-firm” culture—seamless and integrated across all practices and regions—ensures that our clients receive the best of our knowledge and experience.

Please visit mayerbrown.com for comprehensive contact information for all Mayer Brown offices.

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