“Diversity and inclusion have always been moral imperatives at our firm, and in today’s multicultural world, they are also critical to our ability to provide clients with the level of service they deserve and demand.”

Paul Theiss
Chairman, Mayer Brown
Our Vision and Values Guide Us Globally

At Mayer Brown, our commitment to delivering the exceptional is part of our DNA. And we believe that building 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. By continually striving to ensure that our work environment welcomes, supports and values every individual, we empower excellence across the board.
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Across our firm, we aim to cultivate a work environment in which we embrace, respect and value diversity, and in which our shared dedication to excellence, teamwork and outstanding client service unites us. We have instituted a number of initiatives to help us live these values, every day, in each of our offices worldwide.
By demonstrating respect, both within and beyond our workplace, we support and celebrate our differences, while strengthening the productivity, creativity and effectiveness of our law firm.

Each of our offices has implemented a respect-at-work policy. We also conduct in-person programs on respect at work in nearly all of our offices, with follow-up training sessions for new employees and others.

More than 3,000 lawyers and business services staff have attended a variety of such presentations, exploring the negative effects of oppressive language and offering practical recommendations for cultivating a culture of respect and inclusion.

"Sexism at Work and Solutions for Equality at Work" dramatic presentation (Paris)
Attracting and Training the Finest
Recruiting and Talent Development

Diversity & Inclusion are focal points of Mayer Brown’s Talent Development Plan, which focuses on recruiting, developing and promoting the highest-caliber people and providing equal opportunities for them to reach their full potential. The Talent Development Plan guides our efforts to achieve these goals, underscoring our commitment to improving diversity and inclusion, supporting professional development and retention, and better meeting client needs.

Creating and maintaining a more diverse and inclusive work environment across the firm is one of the Talent Development Plan’s key priorities. The plan has spurred many of our diversity and inclusion initiatives at the global, regional and local level.

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:

- Recruitment
- Allocation of work and opportunities
- Training
- Setting of diversity targets
- Establishment of diversity networks
- Mentoring
- Promotion
- Management accountability

—From the Mayer Brown 2020-2023 Strategic Plan
Disrupting Unconscious Bias

To heighten awareness of unconscious bias and influence positive change, we designed and implemented an interactive training workshop. The professionally facilitated sessions feature actors performing various scenarios to spark reaction and promote productive discussion from the audience.

We have already conducted close to 30 workshops in our New York, London, Washington DC and Chicago offices. Two dozen additional workshops are scheduled for other offices in the US, Asia and Europe.

Unconscious Bias Workshops

YEAR 1
865 participants worldwide, including lawyers and business services staff

YEAR 2
750 participants

95+% of participants rated workshop highly
A Month to Celebrate

Each year, we designate one month as Global Diversity Month at Mayer Brown. Our offices around the world host a series of activities that demonstrate our commitment to respect, celebrating and embracing our differences and our shared values. Events include arts and culture outings, fundraising collaboration with diverse community partners, career development discussions, networking and workshops on timely topics ranging from #MeToo to workplace power dynamics.
LGBT+ Panelists 2019

Work/life balance workshop in Hong Kong sponsored by Mayer Brown’s Asia Family Network
The Regional Perspective

Guided by the firm’s global vision and values, each of our three regions — the Americas, Asia and Europe — has developed its own goals and approach to diversity and inclusion, tailored to meet each region’s unique needs.
Commemorating the 50th anniversary of the Stonewall Uprising with a historical landmark walking tour, organized by our New York LGBTQ+ affinity group for Pride Month

ASIA
Little Gardeners community service project in Hong Kong

EUROPE
Members of our Paris Women’s network, who have been strongly involved in the promotion and inclusion of women in private equity and sponsored the first edition of the “Grands Prix des Jeunes Talents Féminins” (Young Women’s Talent Awards), organized by the private equity industry association France Invest
Regional Perspective:

**Americas**

By focusing on four key areas – recruiting, retention, promotion and communicating our commitment to diversity and inclusion – 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.

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

Our expanding program of lawyer and staff affinity groups, and our Associate Diversity Council, are helping 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. To date, we have more than 20 affinity groups across our eight US offices.

**Networking and Educating**

We initiate, sponsor and participate in a broad range of activities focused on building greater diversity and inclusion, from networking and educating to cultural events and community outreach.
The Practicing Attorneys for Law Students (PALS) Program pairs law students of color with volunteer attorney mentors. In the New York City area, diverse summer associates are invited to PALS’ annual panel titled “Thriving as a Summer Associate or Intern of Color,” hosted by Mayer Brown.

We want to see increasing diversity within the legal profession, not just within our firm. To achieve this goal, we partner with corporate clients, bar associations, law student organizations, and legal and industry organizations to provide opportunities for diverse and traditionally under-represented law students through fellowships, summer legal institutes, summer associate partnerships and mentoring programs.

Building bridges that increase opportunity and diversity at our firm means reaching out into the community to encourage and support students to pursue legal careers. Our pipeline-building initiatives include networking, support and involvement in conferences, panels and workshops at secondary schools, law schools, colleges and universities throughout the United States.

Our Houston office has joined 60 other firms in signing the Houston Bar Association’s Gender Fairness Commitment Statement, pledging to increase the number of female partners and firm leaders.

WE SUPPORT:

Building Bridges to the Future
Diverse Lawyers Retreat
Promoting Diversity. Sponsoring Inclusion.

Every two years, US-based diverse and LGBTQ+ lawyers gather with members of the firm’s leadership for the Diverse Lawyers Retreat. Organized by the Committee on Diversity & Inclusion, the two-day event offers networking opportunities and programming to help lawyers enhance their career trajectories and be successful at Mayer Brown.

Associate Candace Jackson addresses firm leaders at Diverse Lawyers Retreat

Mayer Brown Diversity Champions Award honorees (L-R: partner and Director of Diversity (US) Jeremiah DeBerry, Washington DC partner Mark Ryan, former Chicago senior associate Anastasia Kaup, Houston associate Christopher Watts and firm chairman Paul Theiss)

Morgan Stanley Vice Chairman and Managing Director Carla Harris speaks at Mayer Brown’s 2019 Diverse Lawyers Retreat
Diversity Scholars Thrive at Mayer Brown

The Mayer Brown Diversity Scholars program annually awards scholarships to law students in our Summer Associate Program who share our commitment to improving diversity in the legal profession and who demonstrate strong academic achievement, leadership skills and an ability to overcome adversity. As of 2020, each Diversity Scholar receives a scholarship of $25,000.

At the John Marshall Law School, Ruth has focused on helping students from minority backgrounds gain the support and confidence they need to have a voice in the legal profession.

“Diversity is a way of life for me, but I am committed to making it a way of life for those around me.”

RUTH CHAN

During the summer he spent working at a law firm in Seoul after his first year at the University of Michigan Law School, Ian relied on persistence and optimism to overcome the hurdles posed by his “outsider” status and less-than-fluent Korean.

“Ian Lee

At the University of California at Irvine, School of Law, Rose developed a highly popular microaggression workshop and other programs designed to deepen understanding and empathy among those of diverse backgrounds.

“As a young black woman, standing up for myself and others through adverse situations has shown me that advocates often find challenges that require patience and persistence to overcome.”

ROSE LYN

As a law student at the University of California, Berkeley, Sydney was active in the successful effort to change the name of the school’s Boalt Hall in light of its namesake’s advocacy of racist policies.

“Sydney Royer

“As a first-generation American and first-generation professional, being able to work within the system to bring my perspective to an elite legal organization like Mayer Brown represents the culmination of much of what my parents moved to the US to achieve.”

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Accolades

Perfect score on the Corporate Equality Index (CEI), LGBT+ workplace equality national benchmarking survey

Human Rights Campaign Foundation

Equality Trailblazer: Jeremiah DeBerry, partner and Director of Diversity & Inclusion

The National Law Journal

Top Performer

Leadership Council on Legal Diversity (LCLD)

Listed in “Top law firms to work for in LA”

Los Angeles Business Journal
Diversity by the Numbers

Women Partners
- 2013: 16%
- 2016: 20%
- 2019: 22%

Women
- 2013: 16%
- 2016: 20%
- 2019: 22%

Partners
- 2013: 5%
- 2016: 9%
- 2019: 14%

Diverse
- 2013: 5%
- 2016: 9%
- 2019: 14%

Women Associates
- 2013: 31%
- 2016: 41%
- 2019: 44%

Diverse Associates
- 2013: 13%
- 2016: 23%
- 2019: 36%

KEY
- 2013
- 2016
- 2019
Regional Perspective:

Asia

We focus our diversity and inclusion initiatives in three key areas: LGBTQ+, families and women. Our Diversity & Inclusion Committee oversees our efforts across the region, and our three diversity and inclusion networks organize and implement our programs.

Approximately 300 people participate in our D&I networks, which are open to all firm lawyers and business services staff. Network-sponsored programming, sometimes held in collaboration with clients, is designed to increase awareness, visibility and conversation around diversity and inclusion issues.
An Inclusive Workplace
Our Pride & Ally Network strives to promote a truly inclusive workplace for all Mayer Brown employees, irrespective of sexual orientation and gender identity.
Advancing Women

Mayer Brown’s Women’s Network in Asia, RAW (Retain and Advance Women), focuses on professional and personal development to enhance the retention and advancement of women. Goals include facilitating forums to support women lawyers, gathering data, advocating for promotion and representation in leadership positions, and hosting and participating in events.

RAW organizes numerous educational sessions on timely topics and promotes networking and fun through cultural and social activities.
Asian University for Women Partnership Creates Opportunity

Committed to supporting women’s education as a catalyst for global change, Mayer Brown co-hosts several events with Asian University for Women (AUW). The independent, international university based in Bangladesh educates and empowers women from marginalized communities across Asia and the Middle East.

Intern Spotlight: Irfana Khatoon

Irfana Khatoon, an Asian University for Women student from Pakistan studying politics, philosophy and economics, spent eight weeks interning in Mayer Brown’s Hong Kong office. She gained valuable work experience and deepened her understanding of the legal system through opportunities ranging from assisting with legal research and drafting legal documents to participating in seminars on English writing and business development.

“This internship was a wonderful opportunity to learn.”
–Irfana Khatoon, Mayer Brown Intern
Accolades

Gold award/Excellence in Diversity & Inclusion

HR Distinction Awards

“Best Firm for Pro Bono Work” for advocacy for women,
Asia Women in Business Law Awards

International Financial Law Review

Silver award/Best Diversity & Inclusion Strategy

Asia Recruitment Awards
Supporting Work-Life Balance
The Asia Family Network seeks to help employees balance career goals with commitments outside work, whether involving children, parents, partners or friends. The goal is to facilitate relevant programs, workshops and family-friendly events, serve as a sounding-board for reviewing the firm’s family policies and provide a forum for sharing information and support.

Women in our Legal Practice

- 63% of associates
- 50% of counsel/consultants
- 24% of income partners
Regional Perspective: Europe

Across our European offices, our diversity and inclusion leadership teams work together to support our commitment to, and celebration of, our core values of diversity and inclusion. We organize dozens of educational and social events annually, many of which are attended by clients.

In London, our D&I committees drive a broad range of initiatives in our key areas of focus – disability, social mobility, race & ethnicity, women, LGBT+, families and caring responsibilities and well-being.
Networking for Change

In Europe, our diversity networks and committees are driven by employees from across our fee-earning and business services teams who organize dozens of educational and social events annually, raising awareness on important topics. We have six employee networks across Europe.

Our diversity networks facilitate and drive initiatives that maintain our focus and awareness on key themes. Each of these networks is driving our agenda for change in their respective areas. They not only support our employees but also collaborate with our clients and their diversity networks, sharing best practice and working together on key initiatives.

Our Brussels office is a co-founder of the Legal Diversity & Inclusion Alliance, which promotes the sharing of best practices among law firms and raises awareness on diversity and inclusion issues.

FRANKFURT & DÜSSELDORF

Partnering with the women’s leadership network PANDA, which offers experienced female executives and talented young women from all industries a platform for dialogue, networking and professional development.
Creating Opportunity

We partner with community organizations and clients to facilitate broader access to the legal profession, including creating opportunities for students and community members from underrepresented groups to build skills and gain work experience. In London, we offer a solicitor’s apprenticeship, which is a vocational route to qualification as a solicitor. Our vacation schemes give candidates a firsthand look at life at a global law firm and what it would be like to work as a trainee solicitor.

COACHING FOR THE FUTURE:

To promote diversity in the legal profession in London, we work closely with Aspiring Solicitors to deliver a range of initiatives. In 2019 one of these initiatives included the delivery of a bespoke black mentoring scheme that pairs each participant with a Mayer Brown mentor and offers a taste of life in our London office. The scheme includes workshops designed to help candidates develop in areas in which they performed less well than their peers during the recruitment process. We also provide guidance around our application process and the firm’s culture so that we can put candidates in the best position when applying to the firm.

Trainee Lawyer Spotlight: Devyani Garg

Our graduate training and vacation schemes are vital in helping us improve diversity at the firm. We engage with individuals from underrepresented groups to provide early exposure to, and awareness of, law firm careers.

In London, our vacation scheme provides candidates with first-hand experience of life at a global law firm and, in particular, what it would be like working as a trainee solicitor at Mayer Brown. Devyani Garg, a Trainee solicitor in our graduate trainee program, started out by attending one of our vacation schemes. Devyani completed her first seat in Litigation and has been given the opportunity for a secondment to one of our key clients for her second rotation. She chose to train at Mayer Brown because of the friendliness of the people and the positive environment at the firm.

“Mayer Brown’s Diversity & Inclusion program is at the heart of the firm ethos to ‘bring your whole self to work,’ promoting diversity in thought and style in everything we do. As a trainee, I can see the importance given by senior management to improving diversity within the firm. This plays an important role in cultivating the positive environment at the firm, and the leadership’s commitment to continuous improvement differentiates Mayer Brown in the industry.”

–Devyani Garg
The London Fusion Network raised awareness by celebrating Black History Month with a panel event, led by award-winning author, broadcaster and journalist Afua Hirsch.

The London LGBT+ network supported Pride in London with a coloring competition to raise money for a local LGBT+ charity.

Business Services Apprenticeship Spotlight: Yohannes Getu

We also offer apprenticeships through several of our London Business Services teams, including Accounts, Business Development, Facilities, Human Resources and Information Technology (IT). Apprentices have the opportunity to develop key business skills while gaining a professional qualification and building a career in a specific business services area. On completion of the program, many apprentices are offered a permanent role at the firm. That was the case for Yohannes Getu, who completed an IT apprenticeship in 2019 and then joined our IT team as a Service Desk Analyst, Level II.

“The apprenticeship program at Mayer Brown enabled me to grow as an individual and gain invaluable skills within IT. From day one, I found colleagues to be supportive and welcoming and I had access to all the learning resources that I required. Our L&D team run specific apprentice courses, which complimented my external apprenticeship training and helped to build a network of apprentices within the Firm. As a result, I was fully prepared to step into my permanent position upon competition of the apprenticeship program.”

–Yohannes Getu
Accolades

Top 30 employer
Working Families

Top 75 employer
Social Mobility Foundation

Commendation for Social Mobility
FT Innovative Lawyers Europe

One of the first UK law firms to earn
UK Gold Standard Certification
Women in Law Empowerment Forum

Diversity & Inclusion Award
AllAboutLaw

Commitment to D&I
Aspiring Solicitors
All Star Award

All Star Award for individual commitment to Diversity and Inclusion:
Sr. HR Manager Danielle White
Aspiring Solicitors

Top 25 of participating law firms
Stonewall UK Workplace Equality Index

Stonewall
Acceptance without exception
Focus: Skill-building Reignites Careers

In partnership with Reignite Academy, to support our goal of increasing the number of females in senior roles, our London office provides six-month placements to women seeking to resume their careers following a break. The placements enable the women to build their confidence, skills and networks needed to drive their careers forward, and provide support in finding permanent positions.

Promoting Well-Being

Our offices across Europe have launched several initiatives focused on employee mental and physical well-being, vital to creating an inclusive culture. These include sponsoring a global mental health week and a global well-being month. In our London office, we have introduced on-site counseling to support mental health and weekly Pilates sessions to promote healthy living.

Recognizing we all have a part to play in eliminating the stigma associated with mental health, we regularly hold a variety of seminars on topics ranging from suicide prevention to mindfulness to financial well-being.

Women Lawyers: A Force for Change

- 21% of Partners
- 46% of Associates
- 50% Other Legal Roles
- 69% Business Services

In London we have doubled the number of Mental health first aiders
Looking Forward

Even in the most challenging times, diversity and inclusion remain priorities for Mayer Brown.

We believe that diversity and inclusion drive excellence, opportunity and positive change—in our offices, our profession and the wider community.

We are proud of our progress but recognize there is still much work to be done. We continually seek input from our lawyers, staff and clients on how we can improve our diversity and inclusion efforts within our workplace and beyond.
Learn More

We invite you to learn more about our diversity and inclusion initiatives. Visit us at mayerbrown.com/diversity.
DIVERSITY AND INCLUSION

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.