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ChIPs and Diversity Lab Announce the 2019 ChIPs Honor Roll Awards Three Top Law Firms Rank High for Leadership and IP Diversity & Inclusion

SAN FRANCISCO (October 10, 2019) – [ChIPs](#), a nonprofit organization focused on advancing and connecting women in technology, law, and policy, has announced its 2019 Honor Roll Awards. The awards were given to the three firms -- Brooks Kushman, Orrick, and Sheppard Mullin -- with the highest ChIPs Index Scores on the Inclusion Blueprint, a joint initiative with [Diversity Lab](#) that measures gender diversity and inclusion practices in law firm leadership and in the IP practice group.

The Inclusion Blueprint is different from traditional diversity surveys, as it goes beyond just measuring headcount. In addition to assessing the overall representation of diversity in leadership, the survey asks if firms are actively monitoring and measuring their lawyers' work activities and experiences, such as work allocation, leave, sponsorship, client pitches, and other critical development and advancement opportunities at the practice group level.

The purpose is to ensure that diverse lawyers have equal access to these opportunities and to interrupt any unconscious biases that may exist within firms' practices or structures at both the leadership and practice group levels. Some of the survey questions included:

- *“Does the firm track and analyze non-billable activities (often called firm hours or office housework) for all partners to ensure there is an equal distribution of non-billable work across genders?”*
- *“Does the firm participate in non-traditional recruiting activities (e.g., OnRamp Fellowship, veteran job fairs, 1L internships from non-T14 and non-Ivy League law schools) to specifically target and hire historically underrepresented lawyers?”*
- *“Does the firm or practice group have a mechanism, system, and/or person to track work experiences (e.g., taking depositions, expert cross, drafting licenses) for associates - for analysis and oversight by the Practice Group Leader - to ensure equal access to these opportunities within the practice group?”*
- *“Does the firm or practice group have a mechanism, system, and/or person to track origination credit for partners for expanding current work and bringing in new business within the practice group?”*

The Inclusion Blueprint was sent to over 200 law firms, including the Am Law 200, by invitation from ChIPs and Diversity Lab. Forty-eight firms completed the survey this year, a 37% increase from last year.

“We are thrilled to once again receive the ChIPs Honor Roll Award,” said Sangeeta Gandhi Shah, Chief Executive Officer at Brooks Kushman. “The Inclusion Blueprint has been a great tool for our firm as we refine

our processes to foster a more inclusive and diverse work culture. Through our increased tracking of advancement and compensation metrics, Brooks Kushman has been able to gauge incremental progress so we can take the steps needed to improve our DEI efforts year-over-year.”

Laura Chapman, Partner and IP Practice Group Leader at Sheppard Mullin, said, “We are committed to ensuring that all lawyers in the IP group, and throughout the firm, are given equal access to the types of career-enhancing opportunities that are tracked in the Inclusion Blueprint. We appreciate being recognized by ChIPs for these efforts. But, more importantly, we know that our efforts are helping us to impede unconscious bias and promote the advancement and retention of our lawyers, and in particular, our diverse lawyers.”

Orrick joins as an Honor Roll firm in 2019, after being recognized last year for accruing one of the highest point totals for inclusion activities at both the leadership levels of the firm as well as in the IP group.

“The most innovative work on diversity and inclusion in law today is coming out of collaborations between in-house counsel and law firms and the Inclusion Blueprint is a shining example of this,” said Mitch Zulkie, Chair at Orrick. “We are grateful to ChIPs and the Diversity Lab for their thought leadership – and particularly their focus at the practice and client team level. Participating in the Blueprint survey has been a valuable learning experience for us and we look forward to continuing to examine ways we can improve.”

The three Honor Roll firms will have the opportunity to pitch to legal departments, including 3M, Bloomberg LP, cleverbridge, Jacksonville Jaguars, Microsoft, SurveyMonkey and Turo.

“Because the Inclusion Blueprint goes beyond simply measuring headcount, we know that firms that score highly are proactively tracking and supporting inclusion initiatives,” said Karen Royer, Executive Director of ChIPs. “We congratulate these firms for their efforts to level the playing field for women in law.”

The top ten firms had index scores ranging from 69.6 to 86.5 out of 100. In alphabetic order, the ten firms include:

- Arnold & Porter
- Baker McKenzie
- Baker Botts LLP
- **Brooks Kushman PC (Honor Roll Award)**
- DLA Piper LLP
- Mayer Brown LLP
- Morrison & Foerster LLP
- **Orrick, Herrington & Sutcliffe LLP (Honor Roll Award)**
- Perkins Coie LLP
- **Sheppard, Mullin, Richter & Hampton LLP (Honor Roll Award)**

Some of the firms in the top ten also ranked highly in other practice areas as well as leadership, and will be announced shortly.

Commenting on 2019’s results, Noreen Krall, ChIPs Co-Founder and Board Chair, and Vice President, Litigation at Apple, said, “We were pleased to see both a growth in the number of participating firms as well as such

impressive results from so many firms. We expect that over the years, the Inclusion Blueprint will have a positive impact on the diversity of the IP practice and the profession as a whole.”

In addition to measuring gender diversity and inclusion in firm leadership and IP, the Inclusion Blueprint was expanded this year to include additional elements. With input and support from two of the winning teams from Diversity Lab’s [Spring and Fall 2018 Diversity in Law Hackathon](#), this year's survey was expanded to track additional inclusion activities related to compensation and to include women, racial/ethnic minorities and LGBTQ+ lawyers in all practice groups.

Additional Inclusion Blueprint rankings and honors will be announced in November 2019 to highlight these additional practice groups and other historically underrepresented groups in law. A comprehensive report outlining the findings of the survey will also be published then.

About ChIPs

[ChIPs](#) is a nonprofit organization focused on advancing and connecting women in technology, law and policy. ChIPs seeks to accelerate innovation in these areas by increasing diversity of thought, participation and engagement. At ChIPs, members are united in the belief that diversity, of all types, is essential to innovation and to a thriving, evolving society. Membership is open to anyone who shares this mission. Founded in 2005 by seven women chiefs of intellectual property, it has expanded beyond those roots, now with over 3,000 members and nine regional chapters in the United States and abroad. Many members are engaged at the heart of current events — as active participants in the lawmaking, policymaking, judicial, advocacy and innovation processes. Please visit www.chipsnetwork.org.

About Diversity Lab

[Diversity Lab](#) is an incubator for innovative ideas and solutions that boost diversity and inclusion in law. Experimental ideas are created through our Hackathons and piloted in collaboration with more than 50 top law firms and legal departments across the country. Diversity Lab leverages data, behavioral science, design thinking, and technology to further develop and test new ideas and research, measure the results, and share the lessons learned. For more information, visit www.diversitylab.com.

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