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Caren Ulrich Stacy, Diversity Lab

caren@diversitylab.com

303.520.5899



Inclusion Blueprint Findings Reveal Top Inclusion Actions & Practices That Contribute to Greater Law Firm Diversity

— 20 Law Firms' Leadership and Practice Groups Named 2021 Inclusion Blueprint Champions For Excelling at Inclusion Actions and More —

SAN FRANCISCO (December 15, 2021) – [Diversity Lab](#), an incubator for innovative ideas that boost diversity and inclusion in law through data and behavioral science, has announced groundbreaking findings from its 2021 Inclusion Blueprint on inclusion actions and practices within law firms that correlate to greater diversity. The Lab has also named the 2021 Inclusion Blueprint Champions — awards recognizing law firm leadership and practice groups that are proactively tracking and taking action on these and other meaningful inclusion practices.

Inclusion Blueprint Background

The Inclusion Blueprint is a one-of-a-kind assessment that provides firm management and practice group leaders with a roadmap of inclusion practices that they should employ and track to ensure their underrepresented lawyers have fair and equal access to quality work, influential sponsors, and other opportunities. It also outlines diversity representation thresholds they should strive to reach by incorporating and monitoring these inclusion practices.

Key Findings from the 2021 Inclusion Blueprint

Many of the inclusion practices measured in the 2021 Inclusion Blueprint correlate positively with higher diversity representation, as demonstrated by the Inclusion Champions announced below. Data shows firms that undertake the following inclusion practices are much more likely to achieve the average and above-average diversity representation thresholds outlined in the Inclusion Blueprint than firms that don't. The top six practices include:

- 1) The firm specifically asks what each **partner** has done to contribute to diversity and inclusion at the firm and/or in their practice group during the **annual compensation review process**.
- 2) **Partner compensation** is impacted by meaningful contributions, or lack thereof, to diversity and inclusion.
- 3) **Practice group leader compensation** is impacted as a result of positive or negative diversity headcount or inclusion efforts within their group.
- 4) The firm's **performance review and compensation criteria** and **procedures** for **associates** are written and available to all lawyers.
- 5) The firm's **performance review and compensation criteria** and **procedures** for **partners** are written and available to all lawyers.
- 6) The firm is **Mansfield Rule Certified** or in the process of attempting to become certified.

Other noteworthy findings from the 2021 Inclusion Blueprint analyses can be found [here](#).

Law Firm Leadership & Practice Groups Honored as 2021 Inclusion Blueprint Champions

Of the 62 law firms that participated in the 2021 Inclusion Blueprint, 20 firms met or exceeded the challenging eligibility criteria for the Inclusion Blueprint Champion Awards at the firm leadership and/or the practice group levels.

To be recognized, the Champions had to achieve an index score of at least 70 out of 100 across four key indicators: (1) current diversity representation based on average or above-average thresholds, (2) year-over-year diversity representation progress, (3) diversity representation tracking, and (4) meaningful inclusion practices and activities. They also had to commit to implementing at least one ["Do Something Hard" action](#) in 2022.

The “Hard” actions at the leadership level include: (1) providing 50 hours of billable credit for diversity, equity, and inclusion (DEI) contributions; (2) linking partner and/or practice group leader compensation to DEI; and (3) conducting pay and origination credit equity gap analyses for partners. The practice group actions include: (1) providing matter credit to underrepresented lawyers for originating or expanding work; (2) staffing client teams with at least 50% underrepresented lawyers who have direct access to clients; and (3) committing to an Ally Action Pledge.

In addition to measuring the diversity representation thresholds and inclusion actions for women and underrepresented racial and ethnic (“URE”) lawyers, this year’s scoring included thresholds and actions for lawyers who identify as LGBTQ+. The Assessment also inquired about lawyers with disabilities, for whom thresholds and actions will be included in the 2022 scoring.

Below are the firms and practice groups honored as 2021 Inclusion Champions:



2021 INCLUSION CHAMPIONS
Powered by **DIVERSITYLAB**

- Baker Botts**
 - o Firm Leadership
 - o Intellectual Property
- Cooley**
 - o Firm Leadership
 - o Business Litigation
- Davis Wright Tremaine**
 - o Employment Services - Employment/Labor
 - o MEPTA - Entertainment
- Eversheds Sutherland (US)**
 - o Firm Leadership
- Fisher Phillips**
 - o Global Immigration
- Goodwin Procter**
 - o IP Litigation
- Hogan Lovells**
 - o Firm Leadership
 - o Intellectual Property, Media & Technology
- Jenner & Block**
 - o Firm Leadership
 - o Investigations, Compliance & Defense
- McDermott Will & Emery**
 - o Intellectual Property
- Morgan, Lewis & Bockius**
 - o Firm Leadership
 - o Intellectual Property
- Morrison & Foerster**
 - o Firm Leadership
 - o Intellectual Property - Litigation
- Orrick, Herrington & Sutcliffe**
 - o Firm Leadership
 - o Intellectual Property
 - o Cyber, Privacy & Data Innovation
- Perkins Coie**
 - o Firm Leadership
 - o Technology Transactions & Privacy
 - o Intellectual Property
 - o Privacy & Data Security
- Reed Smith**
 - o Firm Leadership
 - o Global Corporate Group - Mergers & Acquisitions
 - o Global Labor & Employment Group - Employment/Labor
- Sheppard Mullin**
 - o Labor & Employment
 - o Real Estate / Land Use / Environmental
- Sidley Austin**
 - o Global Finance/ Investment Funds/ Capital Markets
 - o Healthcare & FDA
 - o IP Litigation
- Stephoe & Johnson**
 - o Commercial Litigation
- White & Case**
 - o Global Intellectual Property Practice
- WilmerHale**
 - o Firm Leadership
 - o Intellectual Property & Intellectual Property Litigation
 - o Securities Litigation/ Enforcement & Investigations/ Criminal Litigation
- Winston & Strawn**
 - o Intellectual Property

“Inclusion begets diversity. Research shows that, without inclusive and equitable talent practices and systems, underrepresented lawyers don’t have fair access to quality work, sponsorship from power-players, or business development credit,” said Caren Ulrich Stacy, Diversity Lab CEO. “The Inclusion Blueprint outlines exactly what firms must do at both the leadership and practice group levels to make this happen. And now, leveraging data, we

know which of these inclusion practices are priorities in firms. We also have a group of leading firms named as 2021 Inclusion Champions who have employed many of these inclusion practices and more to learn from.”

More About the Inclusion Blueprint

To learn more about the findings and the actions that the 2021 Inclusion Champions are taking to boost diversity, equity, and inclusion in their firms, review the Inclusion Blueprint Report (to be released the week of December 20, 2021) and join us for a series of webinars hosted in collaboration with Gina Passarella, Editor-in-Chief of *The American Lawyer*, in early 2022 (schedule linked [here](#) under “Knowledge Sharing”).

A brief overview of the tenets that make the Inclusion Blueprint distinct and meaningful are detailed below. The Inclusion Blueprint was created by Diversity Lab and launched in collaboration with ChIPs in 2018.

INCLUSION BLUEPRINT DIFFERENTIATORS



Customized Roadmap

Provides participants with a “blueprint” of actions to take to continue investing in diverse talent.



Practice Group Level + Firm Leadership

Tracks, measures, and benchmarks DEI efforts at both the practice group and firm leadership levels.



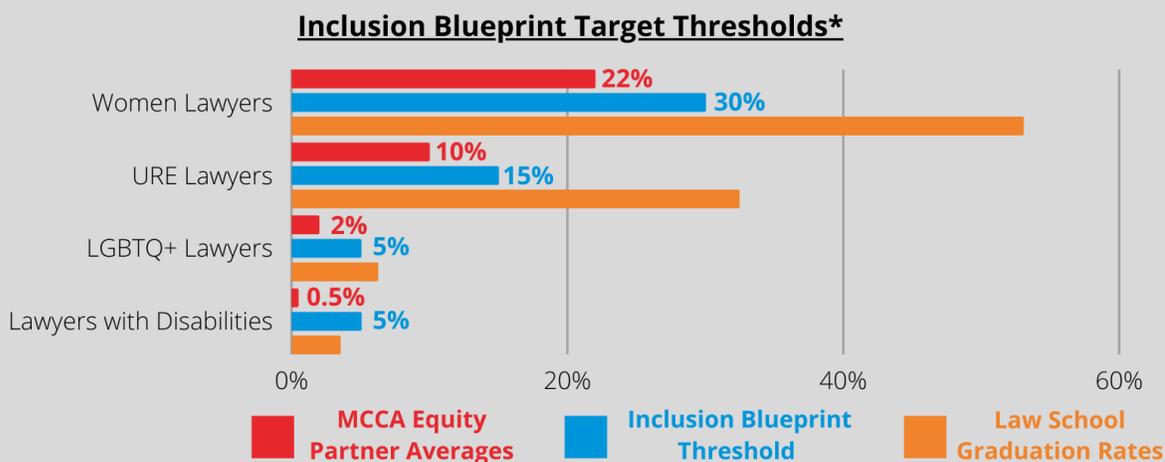
Inclusion Activities

Outlines inclusion practices proven to develop, advance, and retain diverse talent.



Target Thresholds for Diversity Representation

Provides diversity representation thresholds across four demographic groups that firms should strive to achieve.



*The **Inclusion Blueprint Thresholds** were determined by analyzing law school graduation rates and Am Law 200 representation of historically underrepresented populations

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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. 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 — such as the OnRamp Fellowship, the Inclusion Blueprint, and the Mansfield Rule — are created through Diversity Lab’s Hackathons and piloted in collaboration with more than 200 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. www.diversitylab.com