

Debevoise
& Plimpton

Diversity and Inclusion



“The reason that I was so attracted to Debevoise’s approach to diversity and inclusion was because I didn’t feel like I was forced to only speak with people in whatever affinity group I associated with, but rather understood the resources available to me.”

DIVERSITY AND INCLUSION AT DEBEVOISE

Debevoise is dedicated to attracting, retaining and promoting lawyers and administrative staff from diverse backgrounds. We strive to be a firm where our leadership reflects the diversity of our members, where differences are celebrated and each of us feels included in the culture of our firm. We actively seek to connect with each other and do our best work as part of a team.

To ensure our continuing focus on this commitment, we have an active Diversity Committee and Diversity Manager that develop initiatives in four general areas: mentoring, work opportunity and environment, education and communication.

SPONSORSHIP AND MENTORING

At Debevoise, we recognize that diversity and inclusion promotes growth and opportunity. We utilize our differences to better serve the needs of our clients and embrace diverse perspectives brought to the table. In addition to a mentoring program led by our Diversity Committee, the firm is involved with other organizations that aim to encourage diversity and foster inclusion in the legal profession.

AMP Program. Debevoise recently implemented a mentorship and monitoring program that involves an active and participatory review of diverse first- and second-year associates. Sponsors are partners who sit on the firm's Diversity Committee, including practice chairs, staffing partners and members of the Management Committee. Through this program, sponsors and associates of color

review the quality and quantity of work being assigned to ensure successful engagement by associates of color in their areas of practice.

National Association of Women Lawyers (NAWL). Debevoise is a member of the National Association of Women Lawyers' Challenge Club, under which the firm designates high-potential women associates on the path to equity partner to network with in-house counsel, gain pitch experience and participate in mentorship sessions.

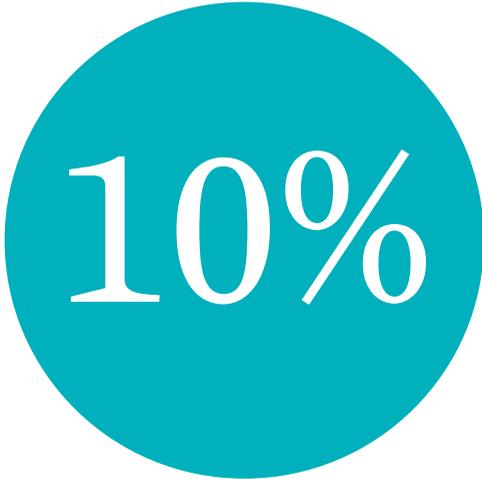
Leadership Council on Legal Diversity (LCLD). Debevoise is an active participant in organizations such as the Leadership Council on Legal Diversity (LCLD), and its Fellows, Pathfinder and Scholars programs, which provide highly structured mentoring and training of the next generation of leaders within member organizations that include over 240 top corporations and law firms. Debevoise Presiding Partner Michael W. Blair serves as LCLD's Treasurer and is a member of its Executive Committee of the Board. The LCLD fosters collaboration by building teams with diverse talent in corporate legal departments and law firms and by facilitating partnerships between law firms and their clients that advance talent from diverse backgrounds.

AFFINITY GROUPS

Debevoise has encouraged the formation of formal affinity groups to strengthen the sense of community among diverse groups and increase substantive training opportunities for associates of diverse backgrounds. The firm's programs not



By the numbers...



Debevoise ranks in the top 10% in the 2015 AmLaw Diversity Scorecard.



In the last eight years, 40% of our partner promotions have been women.



5% of our partners and 9% of our counsel identify as LGBT.



Debevoise has 11 partners of color and ranks higher in most diversity categories than our peer firms.

only provide opportunities for members of each affinity group to learn how to successfully develop and grow at the firm, but also facilitate the creation of informal relationships across groups that last throughout lawyers' careers.

The **African-American affinity group** is comprised of associates, counsel and partners who have an interest in participating in programming and shared activities of the African-American, African and West Indian members of the firm. The group has sponsored firm-wide luncheons with guests that include the Honorable Raymond J. Lohier, Jr., United States Court of Appeals for the Second Circuit; Theodore A. McKee, Third Circuit Court of Appeals Judge; Jeh Charles Johnson, General Counsel of the Department of Defense; and Marc H. Morial, President and CEO of the National Urban League. The group also hosted the presentation, "Selma, from the Front Lines" with Reverend Dick Leonard and Reverend Paul Smith, as well as a screening of the Sundance and Emmy award-winning *Freedom Riders* documentary.

The **Asian affinity group** is comprised of associates, counsel and partners of Asian-American and Asian descent, and other lawyers who are interested in Asian cultures. The group meets both in the office and in social settings and assists with the recruiting and retention of Asian and Asian-American associates and summer associates. They have sponsored firm-wide luncheons with guests such as Second Circuit Court of Appeals Judge Denny Chin; Katherine Choo, Chief Investigative & Anti-Corruption Counsel, General Electric Company; and Don Liu, General Counsel and Secretary, Xerox. The group also acts as a liaison for various Asian and Asian-American professional organizations.

Since 1995, Jewish lawyers at the firm (unofficially known as the **Shiur Group**) have met, usually once a week, over a lunch of kosher pizza. The group has a topic for discussion at each session and enjoys more informal conversation on issues of mutual interest.



The **Latina/o affinity group** serves as a resource for Latina/o lawyers at Debevoise, from recruiting to professional development to retention of Latina/o associates. Through team-building events and cultural and skills programming, they aim to provide Latina/o lawyers with informal mentoring relationships that will assist them throughout their development. They have sponsored firm-wide luncheons with guests such as Carlos Lauría, Senior Americas Program Coordinator for the Committee to Protect Journalists; PD Villarreal, Senior Vice President Global Litigation, GlaxoSmithKline; Patrisia Reyes, Associate General Counsel & Regional Compliance Officer, Adidas Group; and Ricardo A. Anzaldúa, Vice President and General Counsel, MetLife Inc.

The **LGBT affinity group** provides opportunities for lesbian, gay, bisexual and transgender attorneys and their allies to network, discuss issues of common interest and socialize. The group organizes events, such as a recent lunch and discussion with an ACLU LGBT lawyer on sexual

orientation and gender identity in the workplace and a cocktail reception for the Sylvia Rivera Law Project, and holds annual summer cocktail events for LGBT lawyers. They have sponsored firm-wide luncheons with guests such as Second Circuit Court of Appeals Judge Paul Oetken; Susan Sommer, Senior Counsel and Director of Constitutional Litigation for Lambda Legal; and Brad Sears, Founding Director and Executive Director of the Williams Institute and Adjunct Professor at UCLA School of Law. Members, as well as lawyers at the firm generally, regularly provide pro bono services for LGBT organizations such as Lambda and the Transgender Legal Defense and Education Project.

Debevoise's **Women's Resource Group (WRG)** hosts events and programs for women lawyers. A Steering Committee, which includes women partners, counsel and associates as well as members of our professional development, recruiting and marketing departments, organizes events and programs to provide skill-building, networking and mentoring opportunities for our women lawyers.



In the News

- Mary Beth Hogan Honored as “Lawyer of the Year” for Gender Diversity Leadership at the 2015 *Chambers USA Women in Law Awards*
- Partners Erica Berthou and Mary Beth Hogan were featured in *Profiles in Diversity Journal's* “Women Worth Watching” issue in 2014 and 2013, respectively. The issues honor women leaders and the corporations, organizations and institutions that recognize, employ and promote women in the workforce.
- Debevoise is a partnering sponsor of Catalyst’s study “Women of Color in U.S. Law Firms.” Catalyst is the leading nonprofit membership organization working globally with businesses to build inclusive workplaces and expand opportunities for women and business. Debevoise also has partnered with Catalyst on its recently released global report, “Inclusive Leadership: The View From Six Countries.”
- Debevoise partners Mary Beth Hogan and Shannon Rose Selden were featured in a documentary on *The New York Times* website, “Great Expectations for Female Lawyers.” The piece was a follow-up from a 2001 *New York Times Magazine* article in which 21 women lawyers at Debevoise were profiled and interviewed about the career prospects for women in law firms. The video provided an update on the five women’s careers and their reflections on ambition, leadership and success.
- Sanctuary for Families, a New York-based direct service and advocacy organization working with survivors of domestic violence and sex trafficking and their children, honored Debevoise with its “Law Firm Leadership Award” for the firm’s pro bono service.
- Debevoise Presiding Partner, Michael W. Blair, is a director of the Leadership Council on Legal Diversity, an organization of chief legal officers and law firm managing partners dedicated to using all means at their disposal to create a truly diverse legal profession. Former Presiding Partner Rick Evans was among the founding board members of the Council.
- Debevoise partner Jasmine Ball has been named a 2015 recipient of the “Outstanding 50 Asian Americans in Business” awards.
- Partner James E. Johnson was named to *Black Enterprise's* list of the Nation’s Top Black Lawyers and to *Crain's New York Business's* list of Most Powerful Minorities.
- The Dalston Pop-Up Advice Clinic, which is run through a partnership between Debevoise, BPP Law School, Faegre Baker Daniels LLP and Hackney Community Law Centre (HCLC), won the “Best Pro Bono Partnership” accolade at the LawWorks Pro Bono Awards 2013. It was the second award the initiative won following its success as Pro Bono Team of the Year in the Halsbury Legal Awards earlier in the year.
- Former partner Lorna G. Schofield was named to the “50 Most Influential Lawyers in America” list, compiled by *The National Law Journal*. On August 1, 2009, she became the first Asian-American woman to chair the American Bar Association’s Section of Litigation. She became Debevoise’s first woman of color partner in 1991, and was recently confirmed by the U.S. Senate to serve on the United States District Court for the Southern District of New York, becoming the first Filipino-American to serve as a federal judge.



Mary Beth Hogan (holding award, right) was honored as “Lawyer of the Year” for Gender Diversity Leadership at the 2015 *Chambers USA Women in Law Awards*.

Recent programs include a *Chambers Women in Law* seminar sponsored by the firm entitled, “Women as Leaders in Law: Cracking the Confidence Code,” which included panelists Chief Judge Loretta A. Preska, United States District Judge for the Southern District of New York, and Sara Moss, Executive Vice President and General Counsel, The Estée Lauder Companies. The firm also invites guest speakers, such as our clients Lucinda K. Treat, Revlon’s Executive Vice President and Chief Legal, Human Resources, Compliance and Corporate Affairs Officer; Susan Blount, Senior Vice President and General Counsel of Prudential Financial; and our former partner and now U.S. District Judge for the United States District Court for the Southern District of New York, Lorna G. Schofield.

EDUCATION

The Diversity Manager acts as a resource for all lawyers and staff with respect to diversity and inclusion. The Diversity Committee develops and implements specific programs to further its objectives, which include:

- Improving the experience of all lawyers at the firm;
- Increasing the diversity of our community at all levels, including the partnership;
- Fostering an environment of greater inclusion and better communication that benefits all Debevoise lawyers; and
- Working to become not just “one of the best,” but a true leader in law firm diversity.

In furtherance of these objectives, the Diversity Committee promotes awareness, provides education, and encourages open and ongoing discussions about diversity issues throughout the firm. Specific initiatives include:

- Bias training programs to help identify and neutralize bias and utilize practical tools to implement in one’s daily practice;
- Empowering formal affinity groups to strengthen the sense of community among different groups and increase the substantive training opportunities for associates of diverse backgrounds;

- Hosting recruiting events for candidates of diverse backgrounds and acting as contacts throughout the recruiting process and as advisors for summer associates of diverse backgrounds;
- Sponsoring diversity-related presentations and professional development programs for all lawyers;
- Measuring our efforts on a regular basis through internal analysis and third-party surveys of our lawyer population; and
- Reviewing best practices of corporations with market-leading diversity programs.
- Debevoise received a perfect score on the 2015 Corporate Equality Index and was named “One of the Best Places to Work for LGBT Equality” by the Human Rights Campaign. We have consistently scored 100% in the HRC Corporate Equality Index Survey.
- In its most recent survey, *Multicultural Law* magazine ranked Debevoise 8th overall in its list of Top 100 Firms for Diversity.
- At the 2015 *Euromoney* Americas Women in Business Law Awards, Debevoise was named “Best International Firm for Work-Life Balance.”

In the community, Debevoise helps diversify the legal profession with its support of numerous organizations, such as:

- Leadership Council on Legal Diversity (LCLD)
- Sponsors for Educational Opportunities (SEO) Corporate Law Program
- A Better Chance
- Prep for Prep
- PENCIL program
- Kate Stoneman Project

AWARDS AND RECOGNITION

- Debevoise consistently makes *The American Lawyer*’s A-list. Double-digit gains in its pro bono and diversity scores drove Debevoise up 12 places in the rankings in 2015, to third place overall. The annual A-list ranks firms according to their performance in four categories: revenue per lawyer, pro bono, diversity and associate satisfaction. Only 10% of the 200 leading U.S.-headquartered firms qualify for the A-list. We are one of only two firms that have qualified for the A-list every year since its inception in 2003.
- Debevoise was recently ranked in the top five by *Vault* in overall diversity and in diversity for women, minorities, LGBT lawyers, and lawyers with disabilities. Debevoise is also the only New York-based firm to have made the Working Mother Media/Flex-Time Lawyers “50 Best Law Firms for Women” list every year since its inception.

DIVERSITY STATEMENT

One of the greatest strengths of Debevoise is our community. The “Fundamental Values of the Firm” articulate the importance of “cohesiveness and collegiality within the firm, founded in the character of those we select as partners, counsel, associates and staff and in fundamental principles of fairness and cooperation” with “an emphasis on the success of the firm as a whole.”

Debevoise is committed to creating a work environment that values each individual’s contributions to our community. We recognize that we must work together every day to respect the different backgrounds, perspectives and experiences of people at the firm and to support our colleagues so they have the ability to develop to their full potential. These values are the foundation of our firm and strengthen our ability to work together as a team so that we can provide our clients with the best legal services available.

Debevoise is committed to promoting the diversity of our community. This commitment stems naturally from the values that shape our firm. To continue to flourish, our firm strives to recruit and develop the finest talent from all backgrounds and beliefs. Our ability to respond to the needs of our clients in an increasingly open and global environment requires that the members of our community have a broad range of skills and experiences. The firm’s commitment to diversity furthers these goals.

LEADERSHIP INSIDE AND OUT

Women partners and partner members of minority groups play a critical role in the leadership of the firm and industry organizations outside of it.

Mary Beth Hogan is co-chair of the firm's Litigation Department and Peggy Davenport is co-chair of the firm's Corporate Department. Maeve O'Connor is a member of the firm's Management Committee. Erica Berthou is head of the Investment Management Group. Nicole Levin Mesard is chair of the Hiring Committee and co-chair of the Talent Steering Committee. M. Natasha Labovitz is co-head of the Business Restructuring & Workouts Group and Satish Kini is chair of the Banking Group. Maureen Kathleen Monaghan is co-head of the Healthcare Litigation Group. Rebecca Silberstein and Jyotin Hamid are co-chairs of the Associate Liaison Committee, Ben Lim is head of the Hedge Funds and Derivatives & Structured Finance Groups, and Ivan Mattei is co-head of the Project Finance and Infrastructure Group. Sarah Fitts is co-chair of the Energy and Natural Resources Group.

In leadership of the profession outside the firm, Barbara Paul Robinson was the first woman President of the New York City Bar Association (1994–1996). She is currently a member of the Direct Women Institute, a joint venture of the American Bar Association and Catalyst formed to train women lawyers to become directors of public companies. Mary Beth Hogan is a board member of Catalyst, a research and advisory organization that promotes women's career advancement and leadership, and is President-Elect of the Board of Directors of Nazareth Housing. Sarah Fitts is a vice chair of the Renewable and Demand Energy Resources Committee of the Section on Environment, Energy and Resources of the American Bar Association, a member of the Leadership Council of the American Council on Renewable Energy (ACORE) and a board member of the Urban Teaching Corps. She also chaired the New York City Bar Association's Asian Affairs Committee from 2007 to 2010.

Debevoise is an active participant in the Diversity Committee of the New York City Bar Association and is a signatory of the City Bar's three diversity statements.



Including LGBT associates, the firm's most recent 4 recruiting classes were 45.4% diverse.



The *Vault* 2016 Best Law Firms for Diversity ranks Debevoise: #4 Overall, #3 for Diversity of Minorities, #4 for LGBT Diversity, #5 for Diversity for Women and #5 for Diversity for Individuals with Disabilities.



“The definition of, or attitude towards, diversity is not just ‘these people look different than other people.’ It is really beneath the surface, encompassing everything from sexual orientation to socioeconomic status growing up.”

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