

We're All In on Diversity, Equity and Inclusion

"A lack of diversity stifles innovation and puts a block on creativity. No business that wants to build a sustainable future can afford to contain itself in that way. We can't be advanced if we are not diverse."



Wim Dejonghe, Senior Partner

Recent recognition of A&O U.S. Diversity, Equity and Inclusion (DE&I) efforts

2023 Women in Law Empowerment Forum (WILEF) Certification

2023 South Asian Bar Association of New York (SABANY) Partners in Diversity Award

2023 Yale Law Women Annual Top Firms Report Honorable Mention in the Advancement Category

2023 Mansfield Plus Certification

2022 National Asian Pacific American Bar Association (NAPABA) Law Firm Diversity Award



Our commitment to DE&I through our Summer Program

2023 Summer Associate Diversity Statistics:

57%

identify as female

21%

identify as LGBTQ+

13%

identify as Asian

13%

identify as Black

13%

identify as Hispanic/Latinx

5%

identify as having a disability

Scan for more information on A&O's DE&I efforts:



ALL
IN

Affinity Groups and sample recent activities:



A&Out is a network of partners, associates, and staff who are committed to building a workplace culture of openness, respect, and inclusion around LGBTQ+ matters. This past summer, we welcomed Channing Gerard Joseph for a presentation on Black Queer Pioneers Who Shaped History (co-sponsored by BLAG). Additionally, members and allies of our LGBTQ+ community marched in the Capital Pride Parade under the A&O banner.



The **Access Ability Network** is designed to support colleagues who have a disability, those who shoulder caring responsibilities for individuals with disabilities, and allies who are committed to fostering an inclusive and supportive environment.



The U.S. **Asian Affinity Network** is a network of partners, associates, and staff interested in discussing, supporting, and promoting conversations and topics relevant to our Asian attorneys through hosting educational and celebratory events and discussions. In May of 2023, we hosted their Fourth Annual Trial Reenactment: *Oyama v State of California*, co-sponsored by the Asian American Bar of New York. Most recently, we also hosted a special luncheon in celebration of the Mid-Autumn's/Harvest Moon. We host these annually along with special luncheons for Diwali, Lunar New Year and more.



The U.S. **Black & Latinx Affinity Group** promotes the advancement of Black and Latinx attorneys and staff through mentoring, networking, and recruitment, community involvement, pro bono, advocacy, and the creation of an inclusive and open environment. Recent events include a salsa dancing class and speaker event featuring Dr G. Cristina Mora in celebration of Latinx & Hispanic Heritage Month as well as a conversation with Nate Saint-Victor, GC and Chief Compliance Officer at Engine No. 1.



The **Families Network** provides tools, strategies, resources, and a support network to our community members who are caring for family members and striving for work-life and family balance. Recent programming includes: Lunch and Learns – with speakers and informal discussion on topics; Workshops – Family & Finance: Childcare Benefits; Eldercare and Aging Parents; and the expansion of in-house therapists and doctors.



The **U.S. Women's Committee** is open to women attorneys who are interested in creating a forum to share and address issues affecting women at all stages of their careers at A&O. The group hosts programming for all A&O employees, but also holds space for smaller, more intimate, member-only gatherings. In celebration of Women's History Month and International Women's Day (IWD) this past year, our Women's Committee held a reception at the New York Historical Society in their Gallery of Tiffany Lamps in addition to an IWD panel featuring several women GC's from various sectors of the legal industry.