



WE ARE

NP

Diversity & Inclusion

OUR HISTORY, OUR SUCCESS, OUR FUTURE

AS OF NOVEMBER 2020:

37%
LEADERSHIP ROLES COMPRISED OF
WOMEN AND DIVERSE ATTORNEYS

40%
WOMEN ON MANAGEMENT
COMMITTEE

36%
WOMEN ATTORNEYS

27%
WOMEN PARTNERS

16%
RACIALLY/ETHNICALLY DIVERSE
ATTORNEYS

11%
RACIALLY/ETHNICALLY DIVERSE
PARTNERS

21%
RACIALLY/ETHNICALLY DIVERSE
WORKFORCE

4%
LGBT ATTORNEYS

Diversity enlivens our workplace. It jostles traditional thinking and brings rich experience to our clients and communities. Our priority is to attract, retain and promote talented individuals of all backgrounds. And our talent must reflect an array of racial, ethnic, social, economic, religious and personal backgrounds, and sexual orientations. Nixon Peabody is recognized as a diversity leader by important measures like the Corporate Equality Index. We are incredibly pleased with our 100% rating and are actively working to keep it.

While we are proud of our diversity record, we know our actions going forward are the more important story. Through continuous attention to recruitment, training, mentoring and policies, we will achieve our goal of ever greater diversity in the future.

A tradition of inclusion

Long recognized as a leader in diversity, we are proud of the recognition we have received for our diversity efforts. Recent honors include:

- **2020 Move the Needle Fund Founding Firm.** Nixon Peabody has been selected by Diversity Lab as one of five firms to pioneer the Move the Needle Fund (“MTN”) collaborative effort among law firms, in-house counsel, community leaders, and Diversity Lab to create a more diverse and inclusive legal profession.
- **2020 Human Rights Campaign’s (HRC) Corporate Equality Index for the 14th consecutive year.** Highest rating (100%) on lesbian, gay, bisexual and transgender (LGBT) equality in corporate America. Also named to the HRC’s 2017 “Best Places to Work For (LGBT) Equality” list.
- **2020 Mansfield Certification Plus, 3rd consecutive year.** Obtained Mansfield Certification Plus status for achieving over 30% gender and racial/ethnic diversity in the majority of our leadership roles within our firm.
- **2019 Diversity Champion Award, South Asian Bar Association**
- **2019 finalist, “Outstanding Firm for Furthering Diversity and Inclusion,” Chambers Diversity & Inclusion Awards.** Recognized for our “outstanding commitment to diversity and inclusion in the legal profession.”
- **2017 Equality Illinois (EQIL).** Specified as one of the top Illinois firms for LGBT diversity and inclusive practices.
- **2016 Rosoff Award.** Recognized in the “Consumer Goods & Services” category for our continuing commitment to promoting diversity and inclusion within the firm and the wider legal community.



DIVERSITY & INCLUSION AT NP:

At Nixon Peabody, diversity and inclusion are core values and important parts of our strategic plan. We believe our commitment must start at the top. Therefore, our D&I efforts are led by our firm's managing partner and CEO. We have a full-time D&I professional focused exclusively on advancing our D&I efforts who reports directly to our managing partner and Management committee.

Key elements of our diversity and inclusion initiative include:

- **NP's Diversity Recruiting Initiative**—For all open lateral associate positions at the firm, at least 20% of the candidates interviewed for these openings must be diverse.
- **Mansfield Rule Participant**—For significant leadership roles, at least 30% of the candidate pool considered for the roles must be women, attorneys of color or LGBTQ+ attorneys.
- **NP Resource Groups**—NP has five resource groups: Black American, Asian American, Hispanic, LGBTQA (Lesbian, Gay, Bisexual, Transgender, Queer/Questioning and Allies) and Women.
- **Firmwide Unconscious Bias Training**—NP holds mandatory unconscious bias training for all attorneys.
- **Mentorship and Sponsorship Programs**—NP offers mentorship through its resource groups and sponsorship for high-potential, senior-level diverse associates.
- **Diversity Challenge**—Each NP attorney is asked or “challenged” to devote 40 hours annually to a diversity initiative, activity or program, as part of their non-billable commitment to the firm.
- **Diversity Dialogues**—A program addressing diversity-related subjects and fostering open discussions.
- **Post-Parenting Ramp-Up Policy**—All full-time primary caregiver associates returning from leave are provided with a reduced billable hour expectation at full pay for the first six months upon returning from leave.
- **NP Scholars Program**—Paid internship during the school year for 2nd and 3rd-year law students from diverse backgrounds.
- **Flexible Work Arrangement Policies**—All firm attorneys are provided with flex time, flex place and reduced work schedule options.
- **Participation in diversity-related bar organizations**—Our attorneys are active members and leaders of various minority bar organizations across the country including the National Bar Association, the Hispanic Bar Association, the National Asian Pacific American Bar Association, South Asian Bar Association of North America and the National LGBT Bar Association.
- **Collaboration with clients**—NP frequently partners with our clients on various diversity-focused programs and initiatives.

FOR MORE INFORMATION, PLEASE CONTACT:

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ABOUT NIXON PEABODY LLP

At Nixon Peabody, we see 21st century law as a tool to help shape our clients' futures. We are constantly thinking about what is important to our clients now and next so we can foresee obstacles and opportunities in their space and smooth the way. We work together to handle complex challenges in litigation, real estate, corporate law, intellectual property and finance anywhere in the world.

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