



WE ARE

NP

2019 Diversity & Inclusion Year in Review

MESSAGE FROM OUR CEO AND MANAGING PARTNER, ANDREW GLINCHER:



As a law firm that is focused on the future, we are committed to continuing to create an environment that is increasingly diverse, equitable, and inclusive. Diversity and inclusion reside at the heart of our firm's top priorities.

We need to actively seek out those who challenge our perspective and commit to intentionally fostering an environment where everyone can bring their best selves to this work. We are incredibly proud of our progress to date, but we know there is much more work to be done.

I look forward to continuing our diversity and inclusion journey together.

Andrew



Mansfield Rule Certification

Nixon Peabody earned the Mansfield Rule Certified 2.0 designation this fall, spotlighting our increasing diversity in equity partner promotions, firm leadership roles, and pitch opportunities. The Mansfield Rule requires that 30% of the candidates considered for leadership positions and 30% of the attorneys included in RFPs and formal pitches be women, racially/ethnically diverse, or LGBTQ+ attorneys. This year, NP once again earned Mansfield Certified Plus status for achieving the goal of having women and diverse attorneys comprise at least 30% of our leadership roles. Mansfield 2.0 continues our strong partnership with Diversity Lab, which created the rule and invited Nixon Peabody to be a pilot firm in 2017.

Celebrating PRIDE

We celebrated Pride Month in June with a series of client events commemorating the 50th anniversary of the Stonewall uprising, a watershed moment



in the fight for LGBTQ+ equality. We also debuted the firm's [It Gets Better video](#), which featured eight Nixon Peabody attorneys and staff members sharing their experiences as LGBTQ+ people in BigLaw. Nixon Peabody partner Seth Levy is a co-founder of the It Gets Better Project, which has made an impact across the globe. The Project is one of our longtime pro bono clients. This summer, Nixon Peabody hosted the Project's first-ever international conference at our New York City office.

Let's Talk

Our continuing "Let's Talk" series showcases dynamic female leaders across all industries, inviting them to speak about their careers, challenges, and paths to success. Earlier this year, our New York City office hosted a Let's Talk event featuring Erin Zaikis, founder of the nonprofit Sundara. Sundara is an international organization bringing sustainable hygiene to communities in need. Nixon Peabody attorney Shazia Singh moderated the program. In November, we welcomed three power players from the energy industry to our Washington DC office to talk about entrepreneurship, sustainability, and their experiences as women leaders. Nixon Peabody partner Elizabeth Whittle and associate Kim Wojcik moderated the event.

Resource Group Retreats

The firm uses affinity-based resource groups to connect attorneys and staff across the country and generate vibrant conversations about how to advance our diversity and inclusion goals. This year, many of our resource groups held in-person retreats, providing networking opportunities and candid discussions of business development, industry challenges, and the path to partnership. The retreats also featured participation with Nixon Peabody's management committee and other firm leaders.



Leadership Council for Legal Diversity update

Nixon Peabody is a proud member of the Leadership Council for Legal Diversity (LCLD). For the past several years, we've participated in the LCLD's Fellow and Pathfinder programs. Alumni of these programs include Dia Walrath (Pathfinder), Tarae Howell (Fellow), Ken Nichols (Fellow), Aldo Ibarra (Fellow), and Alexandra Lopez Casero (Fellow). This fall, Steve Zubiago, NP's department head for Business and Finance and member of our firm management committee, and Rekha Chiruvolu, NP's Director of Diversity and Inclusion, attended LCLD's Annual Meeting, where member firms and corporations met to discuss best practices and common challenges in advancing D&I goals in the legal profession.



"The LCLD Fellows program was a year filled with relevant professional development programs and was a great opportunity to build lasting relationships with diverse in-house lawyers. I plan to remain active with LCLD through the alumni program to strengthen my relationship with the network." -Tarae Howell



"The LCLD program was an amazing experience. Not only because of the substantive content of the workshops, but because of the opportunity to meet other diverse attorneys working at law firms and in-house." -Aldo Ibarra

"Our differences are our strength."

Next Generation Pipeline

In order to ensure a pipeline of diverse talent for years to come, we must start outreach to future lawyers as early as possible. One way we are creating a pipeline for diverse junior talent is through our mentorship program with students at Brockton High School in Brockton, Massachusetts. Brockton High is the alma mater of our CEO and managing partner, Andrew Glincher. A diverse group of senior students had the opportunity to come into Nixon Peabody's Boston office each week over the course of the summer to meet with attorneys and professional colleagues to learn about law firms and the professional services industry. This program is a great way to show the next generation what opportunities are available to them in the future. By connecting them with lawyers and professional staff in our firm, these students were able to develop meaningful mentorship relationships to help guide them as they explore future career paths. Altogether 25 Nixon Peabody attorneys and professional colleagues participated in this program this year.



STRENGTH IN NUMBERS



Mentorship and Allyship

Collaboration and mentorship are two guiding principles of Nixon Peabody's culture. Having mentors and allies to guide and support each other in our high-stakes industry is essential—especially for young attorneys from under-represented backgrounds. Mentoring across differences is a rewarding and enlightening experience for both the mentor and the mentee. This fall, we talked with ten attorneys from across the firm about their experiences with mentorship and allyship in the workplace. [Watch that video](#) on our YouTube channel.

Diverse Scholars Program

Our Diverse Scholars Program is a paid internship program that gives valuable BigLaw experience to second and third-year law students from diverse backgrounds while they're still in school. Participants in this program work in offices across the firm, within a wide range of practices. Offices in Washington DC, Boston, Los Angeles, Chicago, and San Francisco have all participated in the program, and several of our interns have joined us as associates upon graduation. This has become a vibrant pipeline for diverse junior talent at NP.

58%

Women or diverse attorneys in our 2019 partnership class

43%

Women on Management Committee

36%

Leadership roles comprised of women and diverse attorneys

35%

Women attorneys

24%

Women partners

22%

Racially/ethnically diverse, LGBTQ+ attorneys, and attorneys with disabilities

17%

Racially/ethnically diverse, LGBTQ+ partners and partners with disabilities

4%

LGBTQ+ attorneys

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