

Diversity & Inclusion

Sterne Kessler is committed to diversity and inclusion. We strive to maintain an inclusive, dynamic, and energetic workplace that is welcoming to all. We believe diversity is about understanding one another and moving beyond simple tolerance to embracing and celebrating our differences.

Awards & Recognition

- Mansfield Rule Certified
- Among *Law360*'s "Best US Law Firms" for inclusion of racial minority attorneys eight of the last nine years. For firms with 101-250 attorneys, we ranked among the:
 - Top 10 in the "2023 Diversity Snapshot" for overall diversity
 - Top four firm for "Most Diverse Equity Partnerships"
- *Vault* 2024 Top Ten Best Mid-Size Law Firms for Diversity, Tech & Innovation (Top 15), Formal Training (Top 15), Transparency (Top 15), Compensation (Top 20), Wellness (Top 20), and Overall Ranking (Top 25)



Mansfield Rule
Certified 2023 powered by DIVERSITY.LAB

Sterne Kessler has earned the Midsized Mansfield Certification and is expected to be re-certified in July 2024. The firm is among more than 70 midsize law firms recognized for their commitment to diversity.

The Mansfield Rule is a structured certification process designed to ensure all talent at participating law firms and legal departments have a fair and equal opportunity to advance into leadership. Mansfield is focused on broadening the talent pool for consideration, including those historically underrepresented in the legal profession, to facilitate transparent leadership pathways.

Supporting Our Community

We are proud to be members and sponsors of the following organizations in support of our diversity & inclusion initiatives:

- Women's Bar Association
- Minority Corporate Counsel Association
- Society of Women Engineers
- Asian Pacific American Bar Association of the Greater Washington, D.C. Area (APABA)
- National Asian Pacific American Bar Association (NAPABA)
- Iranian American Bar Association
- Women in BIO

Timekeeper Stats at a Glance

Title	Women	BIPOC
Partners	24%	24%
Counsel	45%	20%
Associates	34%	27%
Student Associates	40%	60%
Technical Specialists	59%	35%
Patent Agents	52%	41%
Paralegals	32%	50%

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The attorneys and staff are extremely diverse. There are women and minorities holding positions at all levels, which is unique at an IP-focused firm, where the traditional environment would not be so diverse. Many efforts are made to recruit minorities and LGBTQ+ individuals. Parental leave is generous and on par with other large firms.

—2024 Vault Associate survey

Recruiting and Development

We are always seeking out ways to add new talent to our team, reflecting diverse backgrounds and experiences. Sterne Kessler actively recruits women, BIPOC (Black, Indigenous, and People of Color), LGBTQ+, veterans, disabled attorneys, and other attorneys of diverse experience through on-campus interviews and diversity job fairs with organizations including the Washington Area Legal Recruitment Administration Association Diversity Conference, Mid-Atlantic Black Law Students Association, Lavender Law, and the Southeastern Minority Job Fair.

Sterne Kessler is an Equal Opportunity Employer and encourages applications from all eligible candidates regardless of race, color, religion, sex, age, national origin, veteran status, sexual orientation, gender identity/gender expression, disability status, or any other protected identity.

We Focus on Diversity

We host a number of internal events and seminars focused on diversity & inclusion, and support affinity groups, such as:

- Annual Observance of Global Diversity Awareness Month
- Affinity Groups:
 - Women's Affinity Group
 - LGBTQ+ Affinity Group
 - Caregivers Affinity Group
 - Minorities Affinity Group
- INSPIRED - A group dedicated to networking and providing support to women lawyers, patent agents, and technical specialists
- Firmwide Heritage Month Celebrations
- Quarterly Speakers and Workshops on DEI Topics

1L Summer Associate Diversity & Inclusion Fellowship

The firm offers a paid 10-week summer program for 1L Fellows from diverse backgrounds and experiences to develop a stronger understanding of intellectual property law and law firm life. Fellows work closely with attorneys and other timekeepers, participate in training programs offered by the firm, and receive mentoring. The program includes opportunities for substantive feedback, a formal review, and the possibility of a return offer for a 2L Summer Position. Requirements include enrollment in an ABA-Accredited law school, interest in intellectual property law, and the ability to attend the program in Washington, D.C.