

# Diversity & Inclusion



Sterne Kessler is committed to diversity and inclusion. Our staff and attorneys are encouraged to voice their ideas and to be themselves. Our firm aims to provide a workplace that is reflective of our global client base and the diverse cultural mix of the greater Washington, D.C. area in which we live and work.

## DIVERSITY RECRUITING

- The George Washington University 1L Diversity Internship Program
- Howard University Diversity Internship
- Washington Area Legal Recruitment Administration Association Diversity Conference
- Mid-Atlantic Black Law Students Association
- Lavender Law
- Southeastern Minority Job Fair

## BENEFITS

- Competitive Benefits Package
- Flexible Work Arrangements
- Domestic Partner Coverage
- Professional Development Advisory Program

## INTERNAL EVENTS/ SEMINARS

- Annual National Diversity Week
- Quarterly Speakers
- Brown Bag Lunch Seminars
- Unconscious Bias Training
- Mandatory Diversity and Inclusion Training
- Women's Focus Groups
- INSPIRED by the Women of SKGF (Affinity Group)
  - Mom's Lunches
  - Quarterly Book/Movie Club
  - Business Development Breakfast Series
  - Lunch Bunch Series



*"After discussing with my law school peers, I have learned that Sterne Kessler is very diverse regarding gender, race, orientation, and people with disabilities. The hiring directors are very open to diverse candidates."*

- Sterne Kessler Associate  
in 2019 *Vault* survey



## MEMBERSHIP AFFILIATIONS

- Diversity and Flexibility Alliance
- Minority Corporate Counsel Association
- South Asian Bar Association
- Women's Bar Association
- Women in BIO
- ChIPs

## SPONSORSHIP HIGHLIGHTS

- Society of Women Engineers
- South Asian Bar Association
- Capital Area Muslim Bar Association
- Asian Pacific American Bar Association of the Greater Washington DC Area (APABA-DC)

## AWARDS & RECOGNITION

- Among *Vault's* "Top Five Best Mid-Size Law Firms for Diversity" in 2017, 2018 & 2019
- Voted by staff and attorneys as a *Washington Post* "Top Workplace" for six consecutive years
- Voted ten times by staff and attorneys as a *Washington Business Journal* "Best Place to Work"
- Recognized in 2017 by PepsiCo, Inc. for demonstrated commitment to diversity and inclusion in legal profession

2019

# Diversity & Inclusion *continued*

## TIMEKEEPER STATISTICS

Timekeepers		Directors (58)	Counsels (9)	Associates (68)	Student Associates (2)	Technical Specialists (7)	Patent Agents (12)	Paralegals (33)
Overall	Men	76%	44%	79%	100%	57%	33%	45%
	Women	24%	56%	21%	0%	43%	67%	55%
White	Men	62%	22%	56%	50%	14%	17%	24%
	Women	15%	56%	13%	0%	14%	42%	24%
Non-White	Men	14%	22%	24%	50%	43%	17%	22%
	Women	9%	0%	7%	0%	29%	25%	30%

*"2019 Best Firms for Minority Attorneys" based on a survey of over 300 U.S. law firms; Sterne Kessler ranks among the top ten firms with 50-149 attorneys.  
- Law360*

## ADMINISTRATIVE LEADERSHIP

There are 25 professionals that comprise Sterne Kessler's administrative leadership team. This diverse group of managers, directors, and chiefs lead the firm's day-to-day operations across 11 departments.

- 14 (56%) are female
- 11 (44%) are male

- 6 (24%) are White males
- 6 (24%) are White females
- 8 (32%) are non-White females
- 5 (20%) are non-White males