

# 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

- 1L Diversity Internship Program
- 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



*"The firm constantly promotes a culture of inclusivity in its outreach and communication, and it shows that the top management truly believes in this goal."*

- 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)
- LGBT Bar Association

## 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

2020

# Diversity & Inclusion *continued*

## TIMEKEEPER STATISTICS

Timekeepers		Directors (61)	Counsels (13)	Associates (74)	Student Associates (4)	Technical Specialists (5)	Patent Agents (14)	Paralegals (34)
Overall	Men	77%	38%	78%	25%	80%	36%	50%
	Women	23%	62%	22%	75%	20%	64%	50%
White	Men	62%	23%	51%	0%	40%	14%	29%
	Women	15%	46%	14%	50%	20%	36%	26%
Non-White	Men	15%	15%	27%	25%	40%	21%	21%
	Women	8%	15%	8%	25%	0%	29%	24%

*"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 26 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.

- 15 (58%) are female
- 11 (42%) are male

- 6 (23%) are White males
- 7 (27%) are White females
- 8 (31%) are non-White females
- 5 (19%) are non-White males