

# Diversity, Equity & Inclusion Overview

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Presented by

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# Industry Numbers\*

39%

Women lawyers represent 39% of lawyers at law firms.

19%

19% of lawyers are people of color at law firms.

4%

4% of lawyers identify as LGBTQ+ at law firms.

1.4%

1.4% of lawyers identify as having a disability at law firms.

2%

2% of lawyers are military veterans at law firms.

43%  
&  
55%

Summer associates of color increased to just over 43%, and women accounted for 55% of all summer associates at law firms.

\* NALP Report On Diversity 2022

# AFS Diversity, Equity & Inclusion Mission Statement

As lawyers and legal professionals, we have a special role to play in helping end systemic racism and other injustices and achieving justice for those who are harmed. At ArentFox Schiff, diversity, equity, inclusion, and empowerment are part of our DNA. We are committed to creating a diverse workplace where every individual knows they are valued, seen, heard, and a vital part of our firm.

We concentrate our efforts in three specific areas:

1. increasing diversity of all types within the firm and in the legal profession;
2. intentionally building an environment at AFS where everyone feels welcome and where they can progress as their authentic selves; and
3. combatting racial and social injustice through AFSCRE projects and other pro bono work and giving to organizations committed to anti-racism and social justice.

This mission statement is our foundational document and the basis for our diversity, equity, inclusion, and empowerment efforts. We know that we—and our society as a whole—have work to do to achieve our goals. We pledge to do our part and continue to learn about how we can create a more just, diverse, and inclusive firm and profession.

# AFS By the Numbers

37%

Women lawyers represent 37% of ArentFox Schiff attorneys, including 29% of partners.

35%

35% of our Executive Committee members are from historically underrepresented groups.

21%

21% of ArentFox Schiff attorneys are from underrepresented racial/ethnic backgrounds.

70%

Over 70% of business professionals at ArentFox Schiff are women, including 53% of C-Suite & Director levels.

6%

6% of ArentFox Schiff attorneys and 6% business professionals identify as LGBTQ+.

44%

44% of ArentFox Schiff business professionals are from underrepresented racial/ethnic backgrounds.

## By the Numbers

Our most recent first-year associate class is **71%** women, **43%** racially/ethnically diverse, and **21%** LGBTQ+.



71%



43%



21%



# Mansfield Rule

## Certified *Plus* 2022-2023

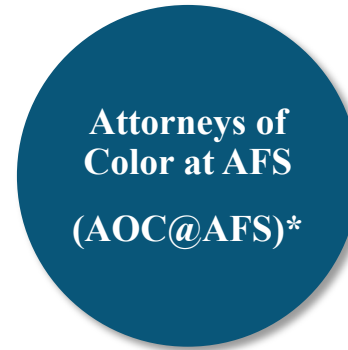
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# AFS Diversity Inclusion Networks

Our Inclusion Networks have the following goals:

- identifying ways to make AFS culture more inclusive and supportive;
- connecting people at AFS based on commonalities as well as differences;
- increasing the opportunities and number of pathways to success for all people at AFS;
- educating each other about the wide range of cultures and experiences our people reflect; and
- integrating new hires into the AFS community.



\*These networks are currently only open to attorneys, but they may offer programming open to all AFS employees.

# Amazon Partnership



DILA



Diverse Team Staffing



DEI Panel  
Presentations



HBCU Recruiting

# SCOTUS Ruling - *Students for Fair Admissions*

Title VI of the  
Civil Rights Act

Strict Scrutiny  
Standard

Majority  
Opinion

Title VII of the  
Civil Rights Act

# Creating an Inclusive Environment



Inclusion and  
Affinity Groups

Training

Programs

Pronouns

# Questions?

