

A close-up photograph of a dark brown wood grain, showing vertical lines and knots, occupying the top portion of the image.

At Skadden, we've
always embraced
the idea that **equity,**
inclusion and a wide
spectrum of **diversity**
only make us better.

Skadden

Our diversity, equity and inclusion strategy prioritizes both career development within our attorney talent pipeline and fostering a sense of belonging.

From our best-in-class approaches to recruiting and development, affinity networks, and global and local diversity committees, to our wide-sweeping programming, robust trainings, and in-house DEI management team, our internal support structures position us to increase our diversity and foster an equitable and inclusive workplace. The overarching goal of our varying efforts is to foster a diverse cadre of high-performing attorneys throughout our ranks and a culture of inclusion that is weaved into the fabric of our firm.

	WOMEN	PEOPLE OF COLOR	LGBTQ+
ALL ATTORNEYS	40%	25%	4%
2022 INCOMING ASSOCIATES	50%	52%	10%

*Data based on U.S. offices as of July 2022



We are committed to **increasing representation across gender, racial and ethnic, cultural, and sexual orientation identities at all levels.**

RECENT DEVELOPMENTS INCLUDE:

Applying an equity lens to enhance firm processes with respect to work allocation, feedback, mentorship and more.

Augmenting well-being support to integrate professional development with well-being principles.

Expanded non-chargeable productive hours to recognize DEI and recruiting activities, and the consideration of DEI contributions in annual performance evaluations.

Since signing onto the Mansfield Rule in 2021, we have earned the Mansfield Certification and Certification Plus for two consecutive years, recognizing we have reached 30%+ diverse lawyer representation in several leadership categories.

Aiming to improve climate and support for development and advancement of Black attorneys and professional staff; recent antiracism initiatives include:

- Spearheaded launch of the Law Firm Antiracism Alliance in July 2020; there are now over 300 ally organizations
- Curated anthology of content on understanding and disrupting racism, specifically anti-Black and anti-Asian racism
- Introduced series of programs and self-education resources on antiracism, allyship, tools for race-based challenges and leading inclusive teams

OUR 2022 SUMMER CLASS
IN OUR U.S. OFFICES INCLUDED:

50%
WOMEN

52%
PEOPLE OF COLOR

**One of
the first** (IF NOT THE FIRST)

to develop a 1L summer associate program that includes firm, in-house law department and public interest law tracks for students who demonstrate a commitment to diversity.

**By the
Numbers**



Nearly 50%

of the Skadden 1L Scholars Program alumni have joined the firm as full-time associates.

SINCE 2012, WE'VE
HIRED MORE THAN

285
1L SCHOLARS

FROM OVER

21
LAW SCHOOLS

**During the 2L
hiring season
each year,**

we conduct on-campus interviews or resume collections at approximately 40 U.S. law schools or diversity job fairs.

The firm also is dedicated to promoting diversity within the greater legal profession, beginning with the pipeline of students entering law school.

Skadden proudly supports numerous organizations dedicated to supporting the pipeline of diverse students, including Sponsors for Educational Opportunity, Legal Outreach, The Posse Foundation in Washington, D.C., The Boston Lawyers Group and the Constitutional Rights Foundation's Expanding Horizons Internships in Los Angeles.

Firm-sponsored affinity networks facilitate relationship-building among attorneys and inform and enrich the broader Skadden community.

Our 10 affinity networks play a key role in the firm’s ongoing efforts regarding law student recruitment, associate mentoring, peer networking, career development, workplace inclusion, attorney retention and community involvement. Through the networks, our attorneys are encouraged to “carve their paths” — by partnering with us to create programming and opportunities that impact communities and address issues important to the affinity network members. The networks’ contributions are an invaluable part of our efforts to broaden and sustain our culture of inclusion and equal opportunity. We recognize this value by providing credit for time spent supporting firm citizenship efforts, such as DEI and recruiting.

OUR AFFINITY NETWORKS

Asian Pacific Islander (API)

Black Lawyers for Diversity (BLD)

FAM (Parents)

First Gen

Latinx

LGBTQ+

**Middle Eastern and
North African (MENA)**

South Asian

SkadVets (Military Veteran)

Women’s Initiative Network (WIN)

Our learning platform and speaker series enable us to explore key issues and topics relating to diversity, equity and inclusion.

LEARNING PLATFORM / LEARN. ADVOCATE. LEAD.

The ultimate goal of our programs is to support our colleagues' abilities to learn, advocate and lead on DEI issues so they can model behavior that supports belonging and inclusion in the workplace through everyday actions. Our efforts include:

- Our **Antiracism Toolkit** fosters opportunities to educate and advocate, not just within Skadden but in the communities where we live and work. The toolkit consists of thought leadership, communication tools, small group discussion guidance and calls to action.
- We recently hosted **Speaking Up to Foster Belonging**, an interactive workshop discussing the intentional actions required to foster belonging in the workplace and how individuals can proactively support inclusion.
- The firm also hosts **annual DEI programming** for summer associates, incoming associates, affinity networks, and counsel and partners that touches on leading inclusive teams, developing cross-cultural awareness, and fostering belonging and allyship.

SPEAKER SERIES / PERSPECTIVES ON RACIAL EQUITY

This speaker series focuses on the human experience through the lens of race and intersectional identities. Recent guests have included:

- **Dr. Russell Jeung** — sociologist and founder of Stop AAPI Hate
- **Dr. Ibram X. Kendi** — author, professor and antiracism activist
- **Heather McGhee** — antiracism advocate and author
- **Esmeralda Santiago** — author and memoirist
- **Isabel Wilkerson** — journalist and Pulitzer Prize winning author

SPEAKER SERIES / VOICES@SKADDEN

To cultivate an inclusive environment where people are comfortable leveraging their differences, we must create opportunities to learn and talk about them. In 2021, we launched "Voices@Skadden," which features colleagues discussing how their identities have informed their personal and professional paths. Programs have included:

- **Asian Pacific Islander Voices**
- **Black Identity and Lawyering**
- **Palestinian lawyers**
- **Jewish identity**
- **Voices in Afghanistan**
- **Immigrants**

We are committed to supporting the well-being of our people.

Our policies and programs offer flexibility to our attorneys as they strive to integrate work and personal responsibilities. Through our Live Well Work Well platform we are able to provide programming and resources focused on promoting emotional, financial, physical and social well-being. In addition, we are a signatory to the ABA Well-Being Pledge highlighting our dedication to ensuring the long-term mental health of our attorneys and within the legal profession.

OUR POLICIES AND PROGRAMS INCLUDE:

Parental Leave

We offer generous leave policies for new parents across our offices. For example, our policy in the U.S. provides up to 12 weeks of paid leave for parents welcoming a child through birth, adoption or foster care placement. In addition, birth mothers continue to be eligible for six to eight weeks of disability.

Hybrid Remote Work Policy

Our hybrid work model consists of an in-office experience of at least three days per week. Many practices have selected two core days on which all of their attorneys will be expected to work in-office each week to help ensure equitable access to development opportunities, including work projects and mentorship. Additionally, this approach provides both the predictability and flexibility that allows our attorneys to also manage their personal responsibilities and overall well-being.

Flexible Return Months

This program is designed for new parents as they transition back to work after taking parental leave and allows for a more flexible work schedule as parents balance responsibilities at home with those at work.

Caregiver Support

In addition to the existing benefits, time off and reduced work schedule offerings available to all of our attorneys, we have specific offerings related to child care, education and work schedules to support the specific needs of caregivers.

Sidebar

Attorneys in good standing may leave the firm for up to three years with the expectation that they will return at the end of that period, consistent with the needs of their respective departments.

Corporate Concierge

We offer corporate concierge and errand-running services to attorneys to help preserve personal time for the things that matter most to them.

Fitness and Health Clubs

The firm supplements gym membership with a variety of fitness centers to offer attorneys a discounted gym membership rate.

LifeWorks

The firm's 24-hour, free and confidential resource/referral program provides contacts, information and practical solutions for a multitude of personal issues, from coping with a family problem to finding a pet sitter.



**Recognized by
The Americas Women
in Business Law awards
for advancing diversity
in the profession**

**Among the law firms
with the highest
representation of
Black attorneys**

The American Lawyer Diversity Scorecard

**Named one of the Best Places to Work for
LGBT Equality by the Human Rights Campaign
Foundation and received a 100% on the 2022
Corporate Equality Index for the 13th year**

**Named to Seramount's
Best Law Firms for Women
list in 2021 and 2022 for our
ongoing commitment to
women's advancement,
parental leave, flexibility,
and family support**

**Inaugural law firm winner
of NAACP Legal Defense
Fund Equal Justice
Award for our work and
partnership with LDF**

**2020 Law Firm
Diversity Award from
Asian American Bar
Association of New York**

**2021 Compass
Award Winner**

Leadership Council on Legal Diversity (LCLD)

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