

Dedication to diversity, equity and inclusion is one of Ropes & Gray's core values.

We aspire to be the legal industry leader in attracting and retaining talented and diverse professionals, providing equitable opportunities for every person to perform to their fullest potential, and being inclusive of and welcoming to all people.

This report includes a synopsis of the progress we made during 2022 on our implementation of the firm's DE&I strategic plan.

OUR PLAN'S FUNDAMENTAL PILLARS

The DE&I team works with the diversity committee, policy committee, administrative departments, and attorney forums and business support professional resource networks to advance the firm's DE&I strategic plan, which is built on four fundamental pillars:

1. Cultural competence
2. Equitable systems and processes for recruiting and talent advancement
3. Equitable leadership development
4. Allyship

PILLAR 1

CULTURAL COMPETENCE

Our goals are to change the culture of the firm for the better by learning from, teaching and engaging the entire firm regarding the importance of DE&I, and to ensure that the composition of our attorney talent and business support teams is representative of the broader aspirations we have for DE&I at the firm. This year's activities include:

Name Pronunciations

The firm launched new features for employees to add an audio soundbite of their name pronunciation in the internal directory, as well as a phonetic spelling in email signatures, to help clients and colleagues pronounce names correctly. Pronouncing a colleague's name correctly is an important way to demonstrate inclusivity and respect—two of the firm's core values.

Community Conversations

Throughout the year, the firm held diversity office hours—sessions with the firmwide community to share updates, respond to questions and encourage idea-sharing about the firm's DE&I efforts—as well as listening sessions to provide the opportunity for diverse associates to come together to discuss issues, share ideas and provide feedback.

RECOGNITION

The **Diversity Honor Roll** recognizes attorneys and other timekeepers who have met the firm's goal of dedicating at least 20 hours annually to efforts specifically focused on promoting the recruitment, retention and/or advancement of diverse attorneys. In 2022, 1,143 attorneys, legal managers and consultants, trainee solicitors, and technical advisors dedicated nearly 23,000 hours to DE&I activities—and 350 of these timekeepers met the Honor Roll's goal of investing at least 20 hours.

To recognize the efforts of many employees whose time is not tracked but who demonstrate a commitment toward fostering a diverse, equitable and inclusive community, the firm instituted the **Diversity Champion** program in 2022. The program recognizes business support professionals who actively participate in the development, planning or logistics of internal or firm-sponsored external DE&I events. In the program's inaugural year, 52 professionals were recognized as Diversity Champions.

The firm has also been recognized for many of our DE&I efforts, detailed on page 7.

Cultural Events and Celebrations

We recognize numerous cultural events and heritage celebrations, often by hosting educational programs with renowned speakers. In collaboration with the firm's attorney forums and resource networks, in 2022 the firm:

- Welcomed renowned scholar and filmmaker Henry Louis Gates Jr. and Pulitzer Prize-winning historian Marcia Chatelain during U.S. Black History Month. Professor Gates—one of the world's preeminent scholars of African American history and literature—spoke on the legacy of Reconstruction, including the post-Civil War period's connection to contemporary U.S. politics. The event was moderated by Ropes & Gray senior counsel and diversity relationship leader [Dennis Coleman](#).
- Featured several artists who have used their art for political ends or expressed their identities through their work during LGBT+ History Month UK.
- Amplified the voices of women within the Ropes community, including hosting a partner panel discussion during U.S. Women's History Month. Tax partner [Kristen Winckler](#) moderated the candid and engaging conversation with health care partner and RMF co-chair [Adrienne Ortega](#) (she/her/hers), asset management and Chicago office managing partner [Paulita Pike](#) (she/her/hers), and asset management partner and policy committee member [Elizabeth Reza](#) (she/her/hers).
- Recognized International Women's Day with a message encouraging the community to #BreakTheBias.
- Profiled Victoria McCloud and Rev. Dr. Pauli Murray on International Transgender Day of Visibility.
- Welcomed legal scholar and DE&I expert Kenji Yoshino during U.S. Asian American and Pacific Islander Heritage Month. The program focused on allyship and is detailed on page 6.
- Called attention to the unacceptably high levels of violence against Indigenous women, girls and two-spirit people on the U.S. National Day of Awareness for Missing and Murdered Indigenous Women and Girls.
- Welcomed LGBTQ+ activist Janae Marie "Kroc" Kroczaleski during U.S. Pride Month. In conversation with partner [Melissa Ronos](#) (she/her/hers), Kroc spoke about her journey from childhood in rural Minnesota, where she struggled to understand her gender identity, to being publicly outed as transgender, and finally taking control of her story by becoming an educator and activist. Kroc was a world champion and record holder in powerlifting, and a national-level bodybuilder. She also served as a U.S. Marine and was selected for presidential security duty during the Clinton administration. To close Pride Month, esteemed lawyers Shannon Minter, legal director of the National Center for Lesbian Rights (NCLR), and Janson Wu, executive director of GLTBQ Legal Advocates & Defenders (GLAD) joined partner [Doug Hallward-Driemeier](#) (he/him/his) to discuss the decision in *Dobbs v. Jackson's Women's Health Organization*. The panelists offered their observations about the *Dobbs* decision and what it may portend for LGBTQ+ rights and other fundamental rights.
- Welcomed historian Dr. Kellie Carter Jackson for a presentation and discussion about Juneteenth. Dr. Carter Jackson's lecture covered the history of Juneteenth and the various ways it has been celebrated. Using photographs and historical texts, she recreated the feeling of jubilation felt by enslaved African Americans in Galveston, Texas, upon learning of their emancipation on June 19, 1865. Much of Dr. Carter Jackson's wide-ranging lecture focused on understanding the jubilation at the heart of Juneteenth, as well as the idea of using Black joy to combat racism.
- Welcomed Pulitzer Prize-winning broadcaster Maria Hinojosa during U.S. Latinx | Hispanic Heritage Month. Asset management partner and policy committee member [Elizabeth Reza](#) (she/her/hers) interviewed Hinojosa about her career, her background, her most recent book and the importance of representation. Hinojosa, who has served as a reporter and anchor at news organizations including PBS, CBS, CNN and NPR, emphasized the importance of telling stories about all communities, especially those that are underrepresented in the news. The conversation also included a discussion about working in industries where Latinos make up just a small minority of professionals, as well as the importance of words—from choosing to use "undocumented" over "illegal" when describing someone's immigration status to the meaning of (and ability to choose) different terms to describe the Latino community in the United States, such as "Latinx," "Latine" or "Latino/Latina."
- Hosted a screening and discussion focused on the documentary film *Cured* on U.S. National Coming Out Day. The panel included the film's co-directors, Patrick Sammon and Bennett Singer, and one of the activists featured prominently in the film, Rev. Magora Kennedy. *Cured* chronicles a pivotal yet largely unknown chapter in the struggle for LGBTQ+ equality: the campaign that led the American Psychiatric Association to remove homosexuality from its manual of mental illnesses (DSM) in 1973.
- Hosted a special conversation between historian and author Philip J. Deloria and private capital transactions counsel [Marc Migliazzo](#) during Native American Heritage Month. Deloria gave a fascinating historical overview of some of the influence and overlap between non-indigenous American music and Native music. He also spoke about working on the board of the National Museum of the American Indian, and the painful and important job that his colleagues at the museum have done on repatriating remains and sacred and cultural objects.

Attorney Forums, Resource Networks and The First-Generation Professionals Group

Our **LGBTQ+ Forum**, **Multicultural Forum** and **Women's Forum** bring together attorneys of shared identities and allies across offices. Our office-based **resource networks** provide similar opportunities for business support professionals. This year, the firm also launched a **First-Generation Professionals Group** for attorneys who are the first in their family to graduate from law school. These groups meet regularly and host a variety of events and programming, including social activities, community outreach, mentoring, networking, educational opportunities, and cultural events and celebrations.

The **LGBTQ+ Forum** spearheaded impressive programming for Pride Month and held its buddy program for the second year, pairing 30 attorney volunteers with first-year associates to help them build connections within the Forum and the firm. The group also hosted events in each office with the summer associates; in New York, the group enjoyed a performance of Tony Award-winning play *Take Me Out* followed by cocktails at the theater.

The **Ropes Multicultural Forum (RMF)** held numerous events this year, including its second annual "Greater Good" speaker program to recognize the commitment of Raj Marphatia, an esteemed Ropes & Gray partner. The event is detailed on page 5. The RMF also launched a professional development series, detailed on page 4. The group continued to support its affinity groups and mentoring circles; held its virtual officemate program for racially and ethnically diverse first-year associates to join drop-in hours with associates at the firm; organized a summer associate buddy program; and hosted various local office programs to bring together racially and ethnically diverse attorneys, summer associates and our new class of associates.

The **Women's Forum** hosted numerous community programs, including an important forum for support and conversation within 24 hours of the *Dobbs* decision. The forum launched a monthly Book+ Club and continued programming such as quarterly Women's Forum Wednesdays to discuss recent experiences, challenges and successes; a series of new-partner Q&As to foster relationship-building; and holiday events in partnership with GlamourGals Foundation to write holiday cards for senior citizens living in isolation. The forum also held a virtual fireside chat with Terri Turner, senior associate general counsel for the Office of the Johns Hopkins University Office of the Vice President and General Counsel, as well as its third edition of "She Speaks: The Annual Tracy Brown Speaker Series," detailed on page 5.

The **Resource Networks** focused on efforts to reconnect, engage new members and develop a variety of events for each office:

- Spearheaded by our **Boston Multicultural Resource Network**, the firm shared with the Ropes & Gray community a documentary called *Shared Legacies: The African American-Jewish Civil Rights Alliance* during Black History Month.
 - During Women's History Month, the **West Coast Resource Network**, in collaboration with the **Women's Forum**, hosted a paint by numbers social. **The New York LGBTQ+ Resource Network** hosted a session focused on the 10 most famous lesbians in the world, and the **New York Multicultural Resource Network** hosted a session focused on 20th-century human rights activist Pauli Murray.
- During Pride Month, the **Boston LGBTQ+ Resource Network** held a kick-off mixer to welcome new members and connect with members of the **Boston LGBTQ+ Attorney Forum**. The group also compiled a Pride activity packet featuring trivia, a glossary, pronoun guidance and historical milestones for the LGBTQ+ community.
- The **Chicago Resource Network** hosted a book club to discuss *The Person You Mean to Be: How Good People Fight Bias* by social psychologist and professor Dolly Chugh, as well as a food donation drive for the Greater Chicago Food Depository and a Thanksgiving potluck featuring dishes that honored a range of cultures and traditions.
- The **New York LGBTQ+ Resource Network** organized its inaugural participation in AIDS Walk New York. The group also continued to host viewings and discussions that explored gender journeys, tenets of workplace allyship and the importance of self-identifying.
- During Latinx | Hispanic Heritage Month, the **West Coast Resource Network** furthered their mission of supporting local, minority-owned small businesses by ordering lunches and pastries for the office from nearby restaurants. The **New York Multicultural Resource Network** hosted a discussion on the history of the month, and the **Chicago Resource Network** hosted a Pilsen neighborhood murals walking tour through the rich history of large-scale artwork in Chicago's capital of Mexican cultures. The **Washington, D.C. office** also held a luncheon to celebrate the month.
- The **Boston Multicultural Resource Network** gathered for a virtual conversation with Professor Ella L.J. Edmondson Bell, a leading expert in organizational change and the management of race, gender and class in organizational life. Network members also participated in a bystander intervention workshop on conflict de-escalation.
- The **New York Multicultural Resource Network** hosted viewings and discussions on current events and trending topics, including the banning of books.
- **New York Multicultural and LGBTQ+ Resource Networks** hosted a joint end-of-year celebration featuring games, prizes and food inspired by a variety of world regions.

PILLAR 2

EQUITABLE SYSTEMS AND PROCESSES FOR RECRUITING AND TALENT ADVANCEMENT

Our goals are to continue to strengthen our infrastructure and procedures for recruiting a diverse community of colleagues, among both attorneys and business support teams, and to embed DE&I into all matter assignment and professional development processes to ensure that all attorneys have equitable access to work and all employees receive the clear, candid and actionable feedback needed to thrive. This year's activities include:

Mentor Programs

The **Partner Mentor Program** (PMP) is an important way in which the firm supports the career development of U.S. racially and ethnically diverse junior associates. Mentees are paired with partners who will connect their mentees to the experiences and opportunities necessary to generate the high-quality legal work that is the core of a successful career at the firm.

The PMP feeds into the **Advocate Mentor Program**, in which advocate mentors are paired with U.S. diverse mid- to senior-level associates and counsel. Mentees are paired with partners who will advocate on their behalf to enhance their career. The relationships forged through this program are intended to help mentees identify, establish and work toward career objectives. The year concluded with 199 pairings in the PMP, 105 pairings in the AMP, and six promotions, with four mentees becoming counsel and two making partner.

The **Women's Forum mentoring circles** foster an environment in which our women partners, counsel and associates can engage in networking and discuss issues faced by women across various practice groups. This year, the forum launched mentoring circles in our offices in Asia and held more than 75 events across offices.

The firm also launched a new mentoring program in the **London office** for ethnic minority trainees and junior associates, a traditional one-on-one relationship mentoring program.

Professional Development

The **RMF** launched a professional development series for its members, including sessions on leveraging mentor relationships, presentation skills and building individual brands.

Black and Latinx business support professionals participated in the **Mini-MBA Program**, the fourth cohort sponsored by the firm. The part-time 11-week program teaches foundational business concepts and skills using simulations, Harvard Business School case studies, small group work and one-on-one mentoring, in addition to offering networking opportunities.

The **Women's Forum** hosted several professional development events, including a "Paths to Partnership" panel, moderated by partner **Rachel Phillips**, with partners **Amanda Austin** (she/her/hers), **Melissa Bender** (she/her/hers), **Tara Fisher Oh** and **Erica Han** (she/her/hers), who each have had different career paths;

a "Navigating Your Career" panel, moderated by **Libby Todd** (she/her/hers), with partners **Debbie Gersh**, **Helen Croke**, **Eve Ellis**, **Regina Sam Penti** and **Joan McPhee**, who shared career development advice; and an elevator pitch and bio editing interactive workshop with marketing and communications writer **Madeline Friedman**.

Recruitment Pipeline

The firm welcomed 23 **1L Diversity Fellows** to its 2022 summer associate program and awarded 12 law students with the prestigious **Roscoe Trimmier Jr. Diversity Scholarship**, both groups representing the largest cohorts in the history of the programs, which are integral components of the firm's mission to attract and retain outstanding lawyers of varied backgrounds who have historically been underrepresented in the legal profession. The firm also held its inaugural **Diversity Summer Symposium**, which brought together these cohorts to connect with each other and our attorneys for substantive and social programming in the New York office.

The firm launched **BRidge To The City**, a new social mobility scholarship in the **London office** for first-year university students from diverse and underserved low socioeconomic backgrounds in the United Kingdom. The office also held entry-level recruiting panel events for Black and LGBTQ+ students. Held in partnership with Legal Cheek, Ropes & Gray's Black and LGBTQ+ lawyers and trainees shared their experiences, stories and advice to prospective law students and graduates.

The **Chicago office** held its second annual Legal Bootcamp in partnership with BUILD, one of the city's leading youth development organizations. Five high school and college-age students learned about working as attorneys and paralegals, in addition to exploring various career paths in the legal industry. The office also partnered with iMentor to host a hybrid mentor recruitment event. iMentor is an organization that supports first-generation Chicago public school students as they work toward economic mobility through one-on-one mentoring relationships.

Self-ID Campaign

The DE&I and HRIS teams implemented improvements to the self-ID form, where attorneys and business support professionals can self-identify as members of certain demographic groups. This helps to strengthen our infrastructure for keeping accurate data for our community.

PILLAR 3

EQUITABLE LEADERSHIP DEVELOPMENT

Our goals are to increase the representation of individuals from diverse backgrounds in positions of leadership and the representation of individuals from diverse backgrounds in positions of responsibility with firm clients. This year's activities include:

Leadership Council on Legal Diversity

Through the firm's Leadership Council on Legal Diversity (LCLD) membership, associates [Chimso Okoji](#) and [Ivette Sanchez](#) (she/her/hers) participated in the 2022 Pathfinder Program, and associate [Brian Harris](#) participated in the Fellows Program. In addition, our 1L Diversity Fellows participated in the 1L LCLD Scholars Virtual Summit.

During LCLD's Annual Member Meeting, the firm was recognized as a Compass Award Winner and Top Performer for our active involvement in LCLD's events and programs. Managing partner [David Djaha](#) (he/him/his) was also recognized for having participated in the [Leaders at the Front Pledge](#), for which he was one of more than 400 law firm managing partners and corporate chief legal officers to make a personal commitment to DE&I and implement organizational changes that are specific, meaningful and measurable.

"She Speaks" with Mika Brzezinski

The **Women's Forum** celebrated the third edition of "She Speaks: The Annual Tracy Brown Speaker Series" on October 13, welcoming journalist and television personality Mika Brzezinski for a candid conversation on recognizing your professional and personal worth.

In her welcome remarks, Women's Forum co-chair and litigation and enforcement partner [Lisa Bebchick](#) explained that the series honors Tracy Brown, who spent more than two decades at the firm serving as the first associate development manager and former director of attorney development and diversity. "Tracy has been such an inspiration to us over the years," Bebchick said. "The innovations she implemented led directly to the wonderful associate development and diversity initiatives we have at the firm today."

Strategic transactions group co-head and Women's Forum co-founder [Jane Goldstein](#) (she/her/hers) interviewed the *Morning Joe* co-host and former news anchor about her career in journalism, her work as an author and her activism in the "Know Your Value" women's empowerment project, which she founded.

For more than an hour, Brzezinski answered questions on topics ranging from the particular challenges the pandemic and remote work environment pose for women to the importance of voice, tone and register. She reflected on her personal and professional development, sharing what it was like to grow up the daughter of a famous diplomat, former National Security Advisor Zbigniew Brzezinski, and an accomplished artist, sculptor Emilie Benes Brzezinski. She also gave insights on how to recognize and maximize your value throughout your career, especially gearing her message toward women. Two important pieces of advice she shared included remembering to advocate for yourself as well as you would for everyone else and not letting gratitude get in the way of asking for something you need.

"The Greater Good" with Ken Chenault

The **RMF** hosted its second annual "The Greater Good" speaker event on Tuesday, November 15, with a discussion on leadership, corporate responsibility and social activism with renowned business executive Ken Chenault.

The Greater Good speaker program was launched in 2021 to recognize the commitment of Raj Marphatia, who was an esteemed partner with Ropes & Gray for more than 30 years.

Chenault, recently named to *Time* magazine's 100 most influential people list, is chairman and managing director of General Catalyst, a purpose-driven venture capital firm focused on building successful companies that also make positive societal change. Prior to co-founding General Catalyst, Chenault was chairman and chief executive officer of American Express for nearly two decades.

Referred to by Warren Buffet as "the gold standard of corporate leadership," Chenault is widely recognized for his leadership style and enduring commitment to advancing diversity and inclusion in the workplace and expanding economic access and opportunity.

In conversation with private equity partner and RMF co-chair [Chau Le](#), Chenault talked about his working-class background, early aspirations to be a civil rights leader, and unique career path from corporate law to the C-suite to impact investing. He also discussed the attributes he believes are key to being successful, including finding a purpose, mastering your craft, making an impact and viewing mentorship as a two-way street.

The event was introduced by litigation & enforcement partner and RMF co-chair [Ama Adams](#) (she/her/hers).

PILLAR 4

ALLYSHIP

Our goals are to ensure that responsibility for DE&I initiatives is shared by our colleagues from majority groups alongside those from underrepresented communities; to invite clients to be allies in addressing bias and advocating for diverse people by partnering on DE&I projects and providing opportunities for diverse talent; and to establish partnerships with, and actively promote, diverse and minority-owned vendors to contribute to their business and growth opportunities in the market. This year's activities include:

Conversation with Allyship Expert Kenji Yoshino

Ropes & Gray welcomed author, legal scholar and diversity, equity and belonging expert Kenji Yoshino for a special conversation on allyship to mark Asian American and Pacific Islander Heritage Month. Yoshino is a constitutional law professor and director of the NYU Center for Diversity, Inclusion and Belonging. In a fireside chat held in person in the New York office and broadcast via Zoom to all U.S. offices, Yoshino and partner [Rocky Tsai](#), who serves on the firm's diversity committee, discussed bias and allyship.

Conversations with Alumni

The **LGBTQ+ Forum** hosted a virtual panel discussion with four Ropes & Gray alumni: Kyle Faget, a partner at Foley & Lardner and co-chair of Foley's health care and life sciences practice groups; Kelly Begg Lawrence, assistant U.S. attorney and chief of the health care fraud unit at the U.S. Attorney's Office in Boston; Daniel Levin, a director and tax counsel at The Baupost Group; and Scott Pomfret, a securities lawyer and current board member of several funds, including Highfields Capital.

The **Black Women Lawyers Group** hosted a panel with alumnae Kia Grant-Smith, senior counsel at the SEC, and Traci Irvin, assistant general counsel at KPMG.

Partnership

The firm is a longtime partner and sponsor of Out Leadership, an organization at the forefront of advancing LGBTQ+ equality and inclusion in the workplace. As a global sponsor of the 2022 OutQUORUM Summit, we were proud to be helping to expand the conversation around LGBTQ+ diversity in the boardroom. Partners [Emily Oldshue](#), [Jeremiah Williams](#), [Kimberly Cohen](#) (she/her/hers) and [Peter Erichsen](#) (he/him/his) introduced sessions during the three-day event.

Activism

Ropes & Gray partners joined thousands of law firm partners to sign calls to action following the U.S. Supreme Court's decision in *Dobbs v. Jackson Women's Health Organization*. Of the more than [2,650 women partners](#) and [2,200 men partners](#) from firms across the country, at least 75 women and 50 men are Ropes partners.

Podcast Series

Women @ RopesTalk

The **Women's Forum** produced seven podcast episodes:

- Health care partners [Jennifer Romig](#) and [Christina Bergeron](#) interviewed [Lisa Mango](#), chief legal officer and general counsel of One Medical.
- IP transactions attorney [Georgina Suzuki](#) interviewed [Christina Carlson](#), general counsel of HI-Bio.
- IP transactions partner [Erica Han](#) (she/her/hers) interviewed [Mallory Capasso](#), general counsel and vice president of legal and regulatory at Luxury Brand Partners.
- IP transactions counsel [Emily Karlberg](#) interviewed [Katerina Novak](#), associate general counsel at global asset management firm Viking Global Investors.
- Privacy & cybersecurity partner [Fran Faircloth](#) (she/her/hers) interviewed [Jennifer Wilen](#), vice president of legal at Bombas.
- Asset management partner [Paulita Pike](#) (she/her/hers) interviewed [Adela Cepeda](#) and [Susan Rhee](#), two women who have had successful careers in the registered funds industry.
- Life sciences partner and Women's Forum co-chair [Katherine Wang](#) interviewed [Ingrid Zhang](#), president of Novartis Pharmaceuticals China.

Latinx | Hispanic Heritage Month

The **RMF** presented a podcast series featuring prominent Latinx and Hispanic clients who have had distinguished legal careers while also making significant contributions to their communities.

- Litigation & enforcement associate [Natalia Mercado Violand](#) (she/her/hers) interviewed [Lola Velazquez-Aguilu](#), lead counsel of Medtronic's Brain Modulation business. The program was introduced by counsel [Jessica Soto](#).
- Health care partner and RMF co-chair [Adrienne Ortega](#) (she/her/hers) interviewed [Jorge Lopez, Jr.](#), executive vice president and general counsel of Memorial Sloan Kettering Cancer Center.
- Litigation & enforcement partner [María González Calvet](#) interviewed [Anilu Vazquez-Ubarri](#), partner and chief human resources officer at TPG.

RECOGNITION

The firm has been recognized for many of our DE&I efforts. Recent awards include:

- NEW** ■ **THE AMERICAN LAWYER'S LAW FIRM OF THE YEAR 2022** – The prestigious “Law Firm of the Year” honor recognizes one firm that “netted big wins but also showed a commitment to pro bono, diversity, and innovation in how legal services are delivered.”
- NEW** ■ **THE AMERICAN LAWYER'S A-LIST 2022** – Ranked number one on the “A-List” in both the U.S. and the UK, an exceptional and rare accomplishment for one firm. It’s the sixth consecutive year the firm has been ranked in the U.S. top three, and the first year the UK list has been published. This award, encompassing diversity and gender equity, honors the “best of the best” law firms.
- **THE AMERICAN LAWYER'S DIVERSITY SCORECARD 2022** – Notched the largest ranking increase among the 20-largest firms.
- NEW** ■ **THE BOSTON GLOBE'S TOP WOMEN-LED BUSINESSES 2022** – Ranked #5 among all businesses in Massachusetts, citing a high percentage of women partners, as well as innovative and creative programs geared toward accelerating the careers of women lawyers.
- **CHAMBERS DIVERSITY & INCLUSION AWARDS: NORTH AMERICA 2022** – Shortlisted for three awards, including Outstanding Firm for Diversity and Inclusion.
- **HUMAN RIGHTS CAMPAIGN'S BEST PLACES TO WORK FOR LGBTQ+ EQUALITY 2022** – Recognized for 14 consecutive years, earning a 100 percent score.
- **LAW360'S GLASS CEILING REPORT 2022** – A top firm for women for the fifth consecutive year. Named a “Ceiling Smasher” for having a high percentage of women equity partners for the fifth consecutive year.
- **LAW.COM'S DIVERSITY SURVEY 2022** – The third highest percentage of female equity partners among UK law firms for the third consecutive year. The fourth highest percentage of Black lawyers among UK law firms.
- **THE NATIONAL LAW JOURNAL'S LGBTQ SCORECARD 2022** – Ranked number three in the United States for LGBTQ inclusion among law firms.
- **THE NATIONAL LAW JOURNAL'S WOMEN IN THE LAW SCORECARD 2022** – Recognized as an excellent firm for women lawyers. Honored three consecutive times.
- **SERAMOUNT'S BEST LAW FIRMS FOR WOMEN 2022** – Recognized for excellence in hiring, retaining, training and promoting women lawyers. Honored three consecutive times.
- **YALE LAW WOMEN AWARDS 2022** – Named a top law firm in the culture category, citing Ropes & Gray's “good work-life balance, community engagement and work environments that prioritize health and wellness.”
- **FINANCIAL TIMES—INNOVATIVE LAWYERS NORTH AMERICA** – Honored for producing a first-of-its-kind, market-leading report on LGBTQ+ self-identification in the workplace.

CONSISTENTLY STRONG *FIRSTHAND-VAULT* RANKINGS

OVERALL DIVERSITY

#5

for 2023; top 5 for 10 of the past 12 years

DISABILITIES

#9

for 2023

LGBTQ+

#5

for 2023; top 5 for 11 of the past 12 years

WOMEN

#5 for 2023; top 5 for 10 of the past 12 years

RACE & ETHNICITY

#6 for 2023