




diversity
equity & **inclusion**

Annual report 2021

ReedSmith

Driving progress
through diversity, equity & inclusion

diversity equity & inclusion

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Our culture and commitment



Our core values are the driving force behind our commitment to diversity, equity, and inclusion (DE&I) and are emblematic of the culture we value.

In 2021, we developed a more robust approach to tracking our performance in every aspect of DE&I. We call it **360DEI**.

We set five ambitious goals and developed a comprehensive set of benchmarks, detailed herein, which we believe are unique in the legal profession. As we see results, we will share what we learn to help drive 360-degree change in the legal profession, with our clients and in our communities.

DE&I is about culture – not just a numbers game. It is about unity, and it is about everyone. In a flexible work environment, DE&I is more important than ever, so that each person feels seen, heard, valued, and respected.

We are proud to share some of the highlights of our DE&I efforts from 2021, which attest to the depth of our commitment to elevating our culture and putting our values at the heart of all we do.



Alexander "Sandy" Thomas
Global Managing Partner



Cristina Shea
Global Chair, Women's
Initiative Network

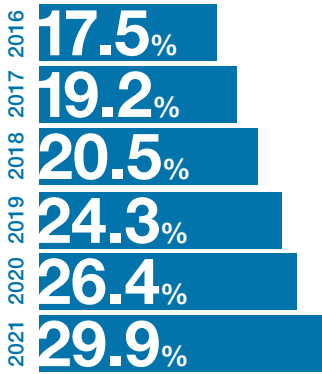


John Iino
Chief Diversity Officer



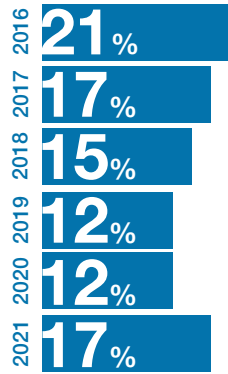
The results 2016–2021

Total diverse lawyers (U.S. and UK) excluding gender



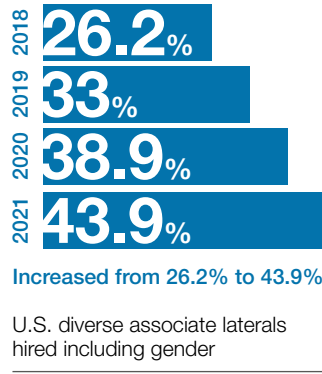
Increased from 17.5% to 29.9%

Attrition rate for U.S. diverse lawyers excluding gender



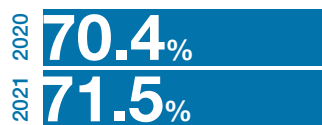
Decreased from 21% to 17%

U.S. diverse laterals hired excluding gender



Increased from 26.2% to 43.9%

U.S. diverse associate laterals hired including gender



Diversity of U.S. summer associate class excluding gender



Increased from 50% in 2020

Diverse partner promotions to Equity Partner and Fixed Share Partner including gender



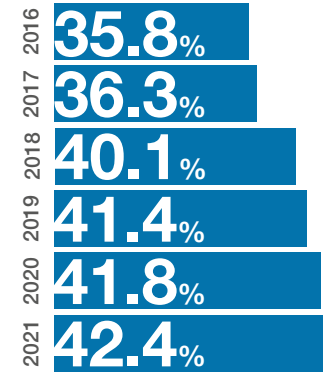
Increased from 48.6% in 2020

All diverse lawyer promotions firmwide including gender



Increased from 48.1% in 2020

Total women lawyers (firmwide)



Increased from 35.8% to 42.4%

All women lawyer promotions (firmwide)



Women promotions to Equity Partner and Fixed Share Partner



Women promotions to Equity Partner



Women promotions to Fixed Share Partner

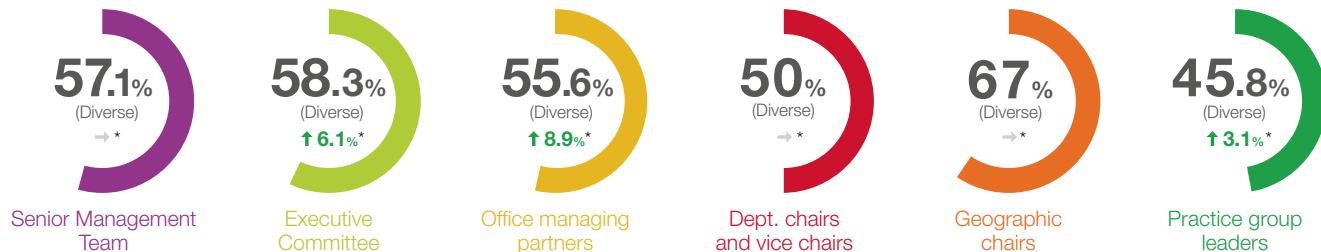


Women promotions to Counsel

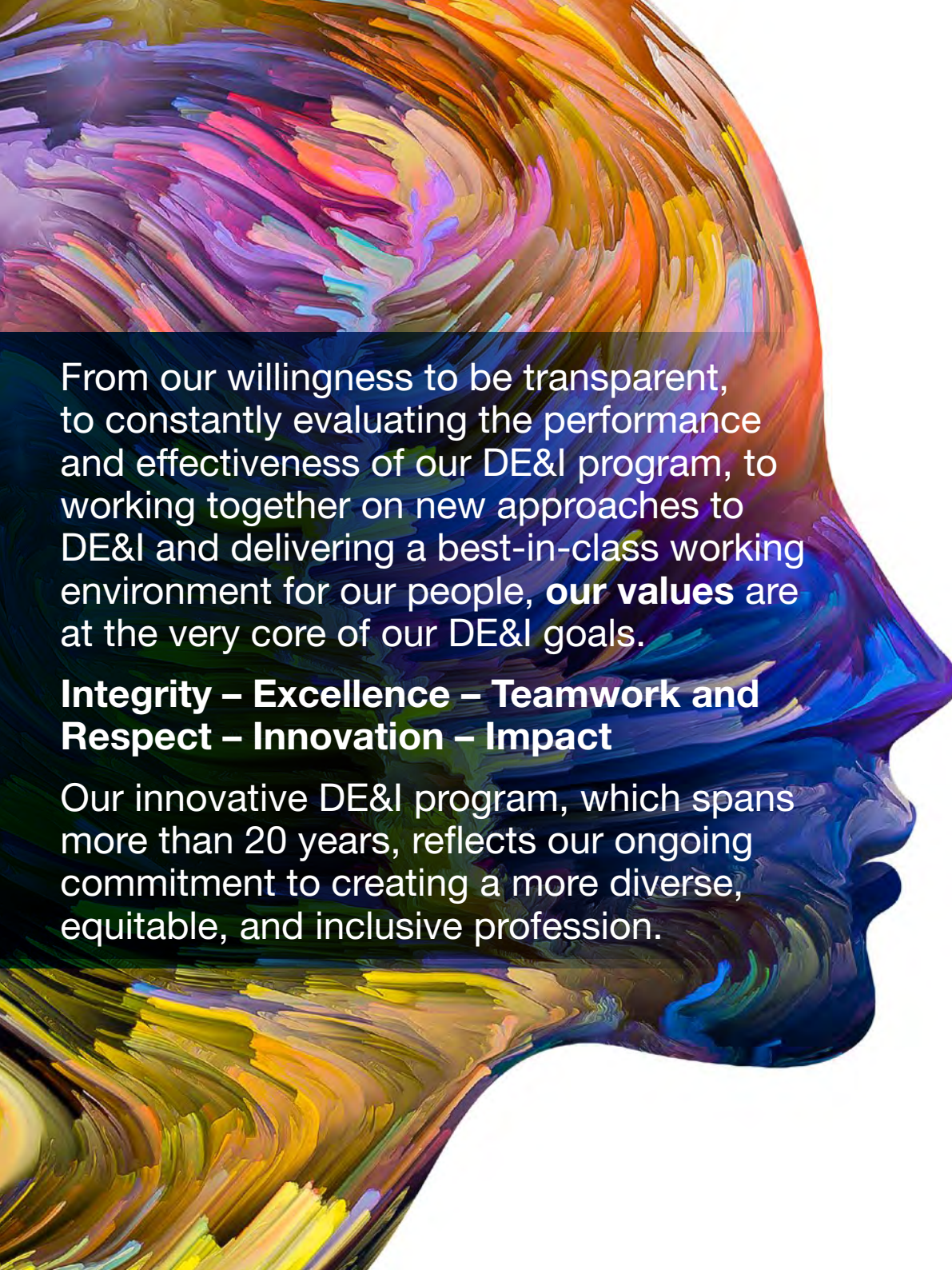


Diversity starts at the top (including gender)

* since 2020



Please note that our diverse calculations include those that identify as having a disability, or being ethnically diverse, LGBTQ+, Black or a military veteran.



From our willingness to be transparent, to constantly evaluating the performance and effectiveness of our DE&I program, to working together on new approaches to DE&I and delivering a best-in-class working environment for our people, **our values** are at the very core of our DE&I goals.

Integrity – Excellence – Teamwork and Respect – Innovation – Impact

Our innovative DE&I program, which spans more than 20 years, reflects our ongoing commitment to creating a more diverse, equitable, and inclusive profession.

Our DE&I strategy

In 2021, our Senior Management Team and Executive Committee announced our firm's strategic plan for 2024. DE&I is firmly embedded throughout.

Most notably, the plan calls for our firm to be a standard bearer for DE&I in the legal industry; to lead by example, sharing as much as possible of our **360DEI** approach to setting and evaluating strategy and leading change.

We are focused on creating a dynamic culture of diversity, equity and inclusion that goes beyond our demographic to shape people's experience; the experience of being seen, heard and valued, of feeling a sense of belonging, and of being treated fairly.

To do this we have set out five challenging goals and introduced a comprehensive set of standards that we can use to benchmark our progress. Through this evolution in our approach, we will be more transparent and quicker to adapt because we will know what really makes a difference.

Our DE&I goals



Visible leadership and following



Groundbreaking innovation



Equity



Representative diversity



Inclusion and belonging





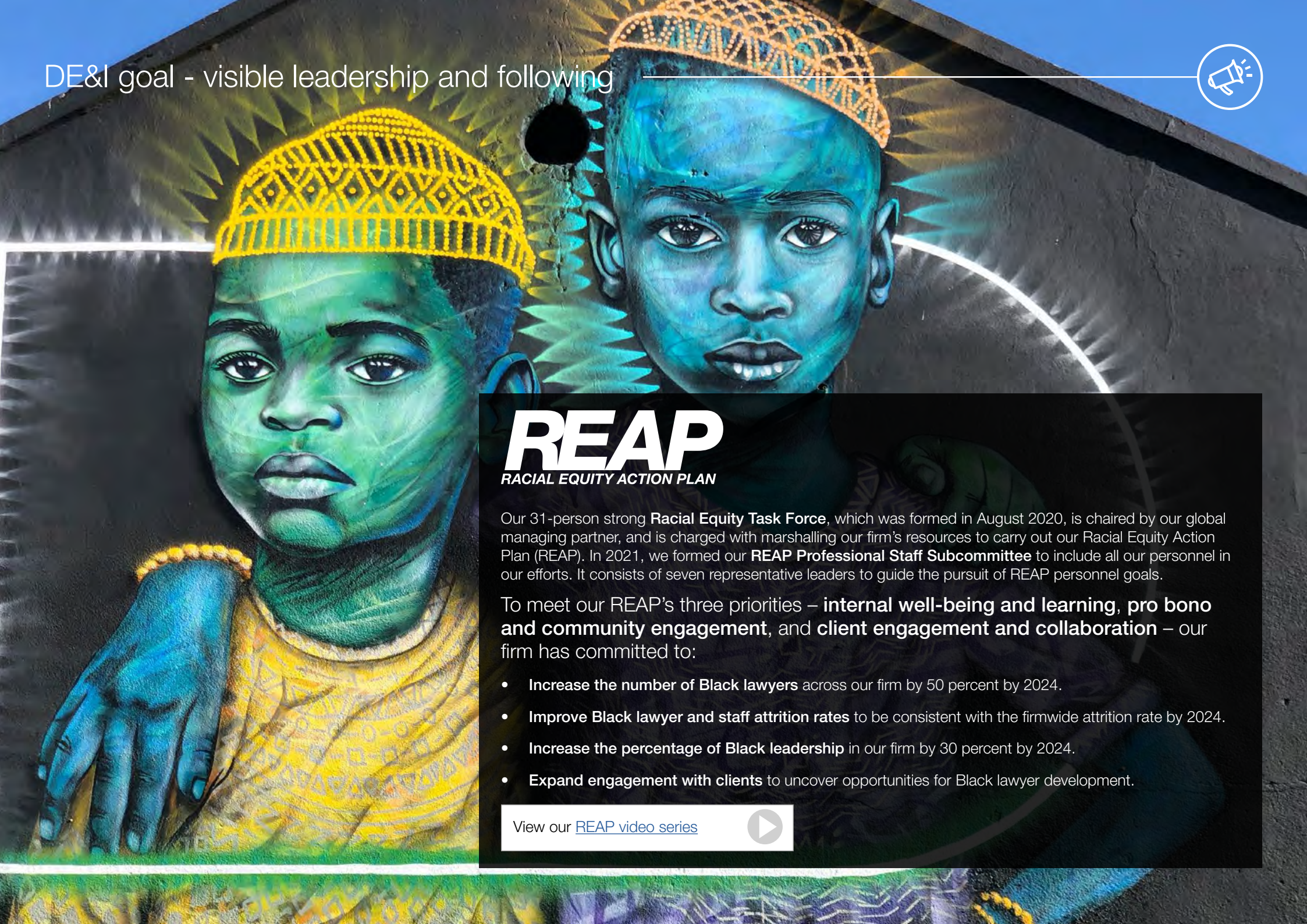
Visible leadership and following



Together we will promote and fight for the values we share

We aim to be recognized as the standard bearer for DE&I in the legal community (be it in-house or by outside counsel, academia or other stakeholders) and seek to invite challenging conversations among organizational leaders with an eye toward promoting change and advancing equity and inclusion.

DE&I goal - visible leadership and following



REAP

RACIAL EQUITY ACTION PLAN

Our 31-person strong **Racial Equity Task Force**, which was formed in August 2020, is chaired by our global managing partner, and is charged with marshalling our firm's resources to carry out our Racial Equity Action Plan (REAP). In 2021, we formed our **REAP Professional Staff Subcommittee** to include all our personnel in our efforts. It consists of seven representative leaders to guide the pursuit of REAP personnel goals.

To meet our REAP's three priorities – **internal well-being and learning, pro bono and community engagement**, and **client engagement and collaboration** – our firm has committed to:

- **Increase the number of Black lawyers** across our firm by 50 percent by 2024.
- **Improve Black lawyer and staff attrition rates** to be consistent with the firmwide attrition rate by 2024.
- **Increase the percentage of Black leadership** in our firm by 30 percent by 2024.
- **Expand engagement with clients** to uncover opportunities for Black lawyer development.

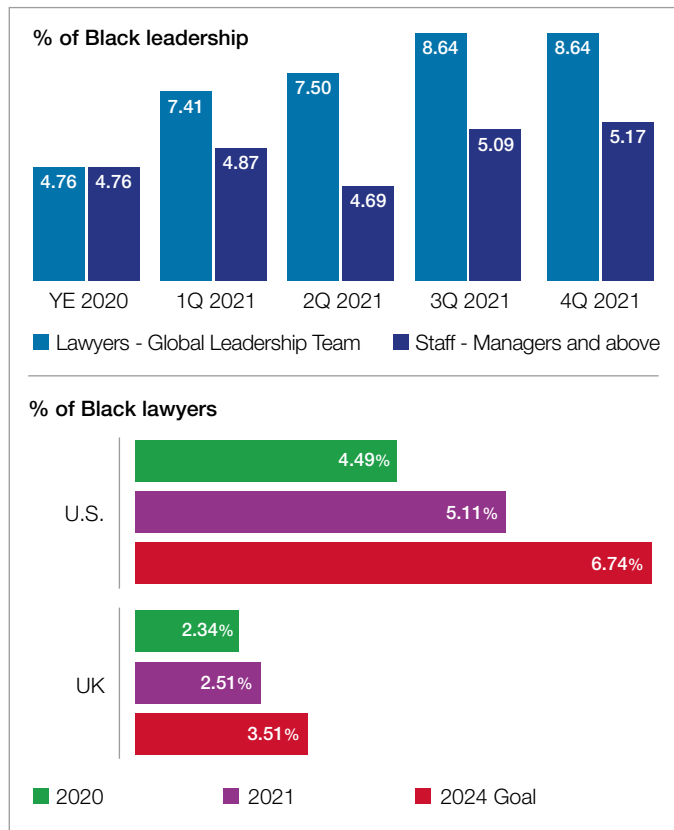
View our [REAP video series](#)





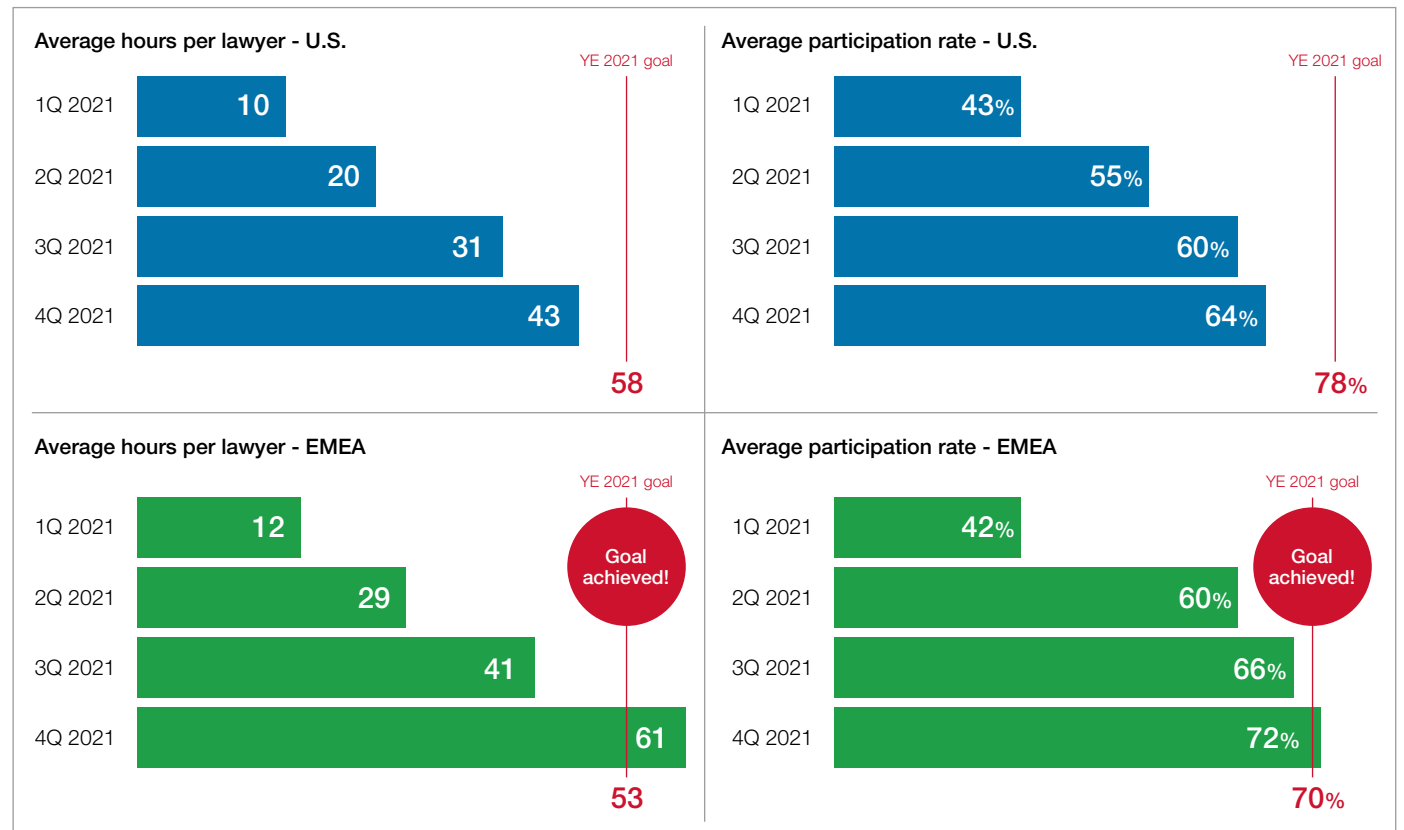
REAP progress - Internal well-being and learning

REAP goal – leadership
(30 percent increase in Black leadership by 2024)



REAP progress - Pro bono and community engagement

REAP goal – participation
(10 percent increase in pro bono participation and pro bono focus by YE 2021)



- In the UK, our **Racial Justice Working Group** assesses areas of pro bono need relating to racial justice, identifies charities and not-for-profits working in this space, and develops new pro bono partnerships to assist them.



■ Ahmaud Arbery

- In the United States, our team is co-counsel to the mother of Ahmaud Arbery in a federal civil rights lawsuit filed against the men accused of killing Mr. Arbery, as well as those involved in the subsequent investigation.
- Our lawyers are working as co-counsel with the **NAACP Legal Defense and Education Fund, Inc. (LDF)** and The Arc in filing a federal lawsuit on behalf of Texas advocacy groups in challenging a new Texas law restricting voting rights.
- Our lawyers, worked pro bono with the **Brennan Center for Justice**, and achieved victory before the Ohio Supreme Court in a challenge to the state's legislative redistricting maps.

REAP progress - **Client engagement and collaboration**

REAP Goal - **strategic business partnerships**

(Increase diversity efforts with clients through strategic business partnerships)

To increase diversity efforts with clients and strengthen our relationships with them, we created collaborative new programs including our **Client Inclusion Leader program**, our priority client program **ClientsFirst**, and our **DE&I Business Leadership Council**, which acts as a forum for DE&I leaders.

In 2021, Reed Smith stood with our communities and people against hate.



Standing up strong to antisemitism

As outlined in Sandy Thomas's "Standing up to Antisemitism" statement, our firm is committed to:

- Pro bono work combating antisemitic acts
- Support for organizations combating antisemitism
- Expressions of allyship
- Zero tolerance of overt and subtle forms of antisemitism

#StopAsianHate

In response to the #StopAsianHate movement and attacks on Asian Americans, our Pacific and Asian American business inclusion group (PAALS) compiled a list of resources that included links to dozens of websites, videos, books, and other materials designed to help our members to feel safe, secure and happy. We also held a virtual town hall to discuss the #StopAsianHate movement, to share personal stories of perseverance and to offer solutions leading to a united path forward.



We pride ourselves on being active members and supporters of various social justice organizations:

- In 2021, we joined **The Alliance for Asian American Justice**, a national pro bono initiative comprised of a group of Fortune 1000 general counsels and law firms committed to standing up for victims, and preventing future acts of anti-Asian hate.
- We also joined **LEGALCORE**, whose mission is to substantively increase the representation of Black, Asian and minority ethnic individuals in law firms, working collectively to drive action and facilitate a fundamental shift across the legal sector.
- As members of the **National Organization on Disability Corporate Leadership Council**, we are among an elite group of organizations recognized as leaders in disability employment.
- We are proud members of the **Valuable 500**, a group of companies and leaders committed to putting disability inclusion on their business leadership agenda.

We continued our support as signatory members of the following initiatives:

- **The United Nations Global Compact Women's Empowerment Principles**, which emphasize the business case for corporate action to promote gender equality and women's empowerment.
- **American Bar Association Resolution 113**, which urges legal service providers to expand and create opportunities for diverse lawyers.
- The **Hispanic Promise**, a first-of-its-kind pledge to hire, promote, retain and celebrate Hispanics in the workplace.
- The **E-Discovery Institute's Diversity Pledge**, aimed at fostering diversity in the electronic discovery industry.
- The **United Nations Global LGBTI Standards of Conduct**, created to protect LGBTI people from discrimination in the workplace and in our communities.
- The UK's **Change the Race Ratio** campaign, committed to increasing racial and ethnic participation in businesses.
- **Diversity Lab's On-Ramp 200**, which aims to reintegrate at least 200 women lawyers into the profession by 2025.
- **Disability Charter for Change**, the legacy commitment of the 2018 London Global Disability Summit.

Leadership Council on Legal Diversity (LCLD) "Leaders at the Front" pledge

In 2021, our global managing partner, Sandy Thomas, joined LCLD's new "Leaders at the Front" pledge, which calls on leaders of its member organizations to "use their voices for change" and create personal action plans which they commit to publicly, with the goal of building a more perfect union in our organizations, our communities, and our world. Sandy [personally pledged](#) to lead Reed Smith as the standard bearer for DE&I in the industry, reflecting the belief that advancing and championing DE&I cannot stop with our firm. We must set the standard, and use that standard to drive change across our industry.



2021 awards and achievements - Firm awards

We were proud to receive the following accolades in 2021:

- Recognized by Bloomberg Law’s inaugural **2021 DE&I Framework**.



“Through a demonstrated commitment to DE&I, Reed Smith is helping to move the legal industry forward and we recognize their performance by naming them as a member of our 2021 DE&I Framework. As we look to the future, it is increasingly apparent that businesses and corporations will look to legal service providers who reflect their values and commitments. Reed Smith has distinguished itself as a law firm that – based on its track record to date – deserves to be a part of that consideration set.”

Joe Breda, President, Bloomberg Law

- Winner of the **Diversity Innovation award** at the Legal Innovation Awards 2021.

- Honored as 2021 **National Organization on Disability (NOD) Leading Disability Employers** at the NOD annual forum.



- Recognized by the Leadership Council for Legal Diversity as a **Top Performer and Compass Award** winner for 2021.



- Winner of the Institute for Well-Being in Law’s inaugural **Award for Excellence in Well-Being in Law**.

- “**Highly commended**” for innovations in diversity and equity at Legalweek’s 2021 Leaders in Tech Law Awards.

- Recognized by *Yale Law Women* in its **2021 Top Firms for Gender Equity and Family Friendliness** report.

- Named among *Seramount’s* (formerly *Working Mother* magazine) 2021 **50 Best Law Firms for Women** for the eleventh consecutive year.

- Received **UK WILEF Certification**.

- Earned **2021 Tipping the Scales** recognition from the *Diversity & Flexibility Alliance*.

- Recognized as a **2021 Champion for Disability Inclusion in the Legal Profession** by the *ABA Commission on Disability Rights*.



“Reed Smith’s commitment and leadership is illustrated in the myriad activities it engages in that foster disability inclusion in the legal profession.”

Denise R. Avant, Chair, ABA Commission on Disability Rights

- Named a **2021 Inclusion Blueprint Champion** by Diversity Lab and one of only 11 law firms to be recognized in the Firm Leadership category.

- Named one of the “Best Places to Work for LGBTQ Equality” by the Human Rights Campaign Foundation’s **2021 Corporate Equality Index**, earning a perfect score of 100 for the eighth consecutive year.

Mansfield Certified Plus



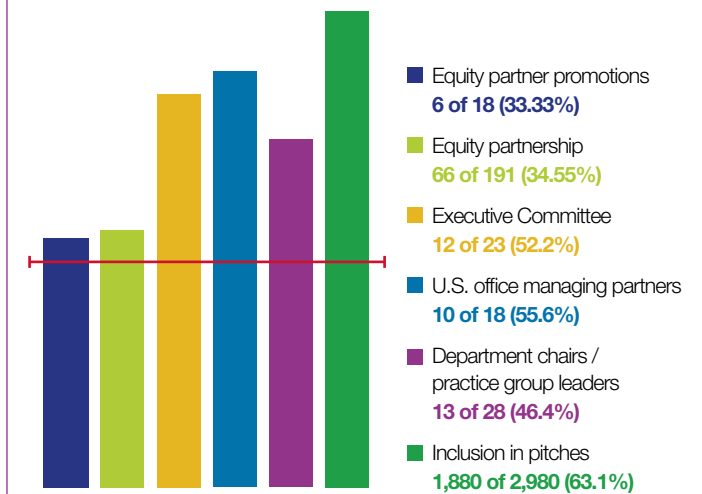
“Every year, Diversity Lab raises the bar for Mansfield Rule certification, challenging law firms to do better and go further in creating opportunities for advancement in our ranks. We are very grateful to again have exceeded Mansfield’s benchmarks for progress while invigorating our own personal commitments to promoting diversity, equity and inclusion.”

Sandy Thomas, Global Managing Partner

In 2021, for the fourth consecutive year, our firm achieved “**Mansfield Certified Plus**” status, which is awarded to firms that have reached at least 30 percent diverse lawyer representation in a notable number of current leadership roles and committees.

Mansfield Rule 4.0 “Certified Plus” at-a-glance

30% representation reached in recruitment, promotion, and leadership



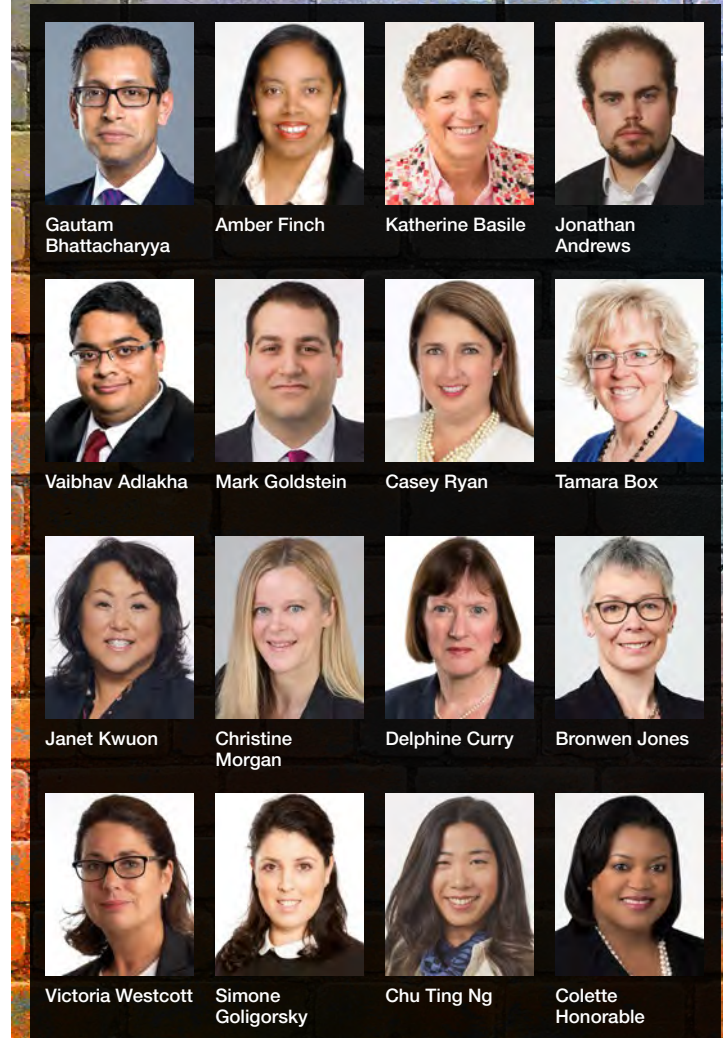
Mansfield Rule 1.0 UK expansion

In 2021, Diversity Lab announced the UK expansion of its certification process. Our firm has joined more than 10 leading law firms in the pilot program.



2021 awards and achievements - Individual awards

- Partners **Gautam Bhattacharyya** and **Amber Finch** were named in the 2021 EMpower 100 Ethnic Minority Executives List; partner **Katherine Basile** was named in the 2021 EMpower 50 Advocate Executives List.
- Associate **Jonathan Andrews** was appointed as a judge of the Shaw Trust Power List 2021, which profiles the 100 most influential people with disabilities in the UK. He was also named in the prestigious 2021 OUTstanding LGBTQ+ Future Role Models list.
- Associate **Vaibhav Adlakha** was awarded the D&I Trailblazer Award at the Chambers Europe Awards.
- Partner **Mark Goldstein** was named to The American Lawyer's 2021 inaugural list of Northeast Trailblazers for his advocacy relating to mental health issues in the legal industry. He was also named a 2021 role model by InsideOut LeaderBoard.
- Global head of legal personnel **Casey Ryan** and managing partner for EME **Tamara Box** were named again to the prestigious INvolve HERoes Top 100 Role Model Women Executives list.
- Partners **Janet Kwuon** and **Christine Morgan** were named to the Daily Journal's 2021 annual list of "Top Women Lawyers" in California.
- Partner **Amber Finch** was honored with a prestigious Women, Influence and Power in Law award from Corporate Counsel in the DE&I Champion Law Firm category. She was also elected to the American College of Coverage Counsel as a fellow, and was named to the 2021 EMpower 100 Ethnic Minority Executives list.
- Managing partner EME **Tamara Box** and partners **Delphine Currie**, **Bronwen Jones** and **Victoria Westcott** were named on IFLR1000's Women Leaders list for Europe, the Middle East and Africa.
- Counsel **Simone Goligorsky** was one of five winners of the Lynne Freeman Award at the WeAreTheCity Rising Star Awards 2021, which showcase the UK pipeline of women talent.
- Associate **Chu Ting Ng** was shortlisted for the Asian Women of Achievement Award 2021.
- Partner **Colette Honorable** was featured as one of Savoy's 2021 Most Influential Black Corporate Leaders





Groundbreaking innovation



Continuously innovating to drive progress

We aim to continually raise the bar in the legal industry for DE&I through innovative thought leadership, evolving best practices, and client services and partnerships.

Achieving this goal requires bold, innovative, and decisive action. To aid us in this goal, we launched a number of new programs.



DE&I Leadership Development Program

We are committed to providing additional staffing, programming, and funding to cultivate and build our diverse talent pipeline. The program represents a significant step toward providing our diverse lawyers and professional staff with opportunities to increase their exposure, experience, expertise and access to financial grants for training, development skills and coaching programs.

DE&I Business Leadership Council

In 2021, we formed the DE&I Business Leadership Council, which provides a forum for leaders with DE&I responsibilities to share best practices that could become industry standard. The council is a small community of up to 10 organizational leaders who drive DE&I change in their own organizations and among the vendors and partners with whom they work.

Family Network

The Family Network is our global program designed to provide support and resources to help our people balance work and personal responsibilities. The Family Network introduced expanded benefits such as peer-to-peer networking, group coaching and additional care based on caregiver needs, all accessible through a streamlined employee portal. The Family Network also focuses on areas where diversity and family intersect and collaborates with all of our firm's business inclusion groups (BIGs) to offer support to diverse employees on issues that are important and relevant to them.





JEWISH INCLUSION COMMITTEE

Our Jewish Inclusion Committee serves as a resource to:

- Combat antisemitism whether experienced internally or externally.
- Provide an outlet to address questions that may be relevant to firm events, activities (holiday cards), scheduling, Shabbat and kosher observance.
- Offer a location to post pro bono opportunities
- Inform our colleagues of upcoming events of relevance whether internal or external.
- Provide a centralized calendar with a three-year horizon to avoid scheduling conflicts around the Jewish holidays (including those that restrict work and travel).
- Offer guidance and education on Jewish holidays so that our colleagues have an opportunity to learn and share information.
- Create allyship with our other DE&I BIGs.



Driving diversity, equity and inclusion through client service

To ensure we put forward the best and most diverse teams for our clients, we review the composition of our teams proposed in client panel appointments and RFPs.

Our **Client Inclusion Leader (CIL)** program works to strengthen our client relationships and collaborates with clients on DE&I initiatives.

Our priority client program, **ClientsFirst**, enables us to share with our clients what we are doing to advance DE&I and to look at collaboration opportunities with them.

Scorecards

Our practice group leader (PGL) and office managing partner (OMP) scorecards measure diversity metrics for each group and office, including headcount by title, year to date (YTD) attrition, YTD hires and YTD promotions. The aim of the scorecards is to incentivize and motivate our leaders to focus on the recruitment, retention and promotion of diverse lawyers within their office/group.

Similar to our PGL and OMP scorecards, our **client-level scorecards** give our relationship partners real-time diversity metrics on the composition of client teams.

DE&I reciprocal mentoring program

During 2021, we continued to run our successful diverse mentoring programs for lawyers and professional staff. The mentor/mentee pairings increased from 25 in 2018 to 42 in 2021.

Our mentoring programs are designed:

- To educate our mentees about the experiences and perspectives of diverse lawyers and professional staff.
- To educate mentors about the perspectives and expectations of senior lawyers, firm leaders and firm chiefs.
- To build inter-generational and cross-cultural relationships between the mentors and mentees, thereby enhancing understanding and engagement between generations, cultures, offices and departments and helping diverse associates and professional staff advance in their careers.



DE&I reciprocal mentor pairing feedback

We asked mentor pairing Julia López and Tamara Box: **“What do you think has made the program such a success from the viewpoint of a mentee or mentor?”** and **“What is your personal top takeaway from participating so far?”**



“By flipping the roles and providing access to some of the busiest and most successful members of our firm’s management, the lawyer reverse mentoring program has made a tremendous impact on the professional career development of many diverse attorneys since its inception in 2018.

The program provided me with an opportunity to share my experiences as a Latina partner in Big Law with Tamara. Already attuned to the challenges faced by women in Big Law, this program afforded her the opportunity to hear about my experiences as a ‘unicorn’ in Big Law, where less than 1 percent of Latinas in the legal profession make partner. We also shared some of our cross-cultural and cross-continent experiences in the profession and in our communities at large.

Tamara shared her wisdom and experiences, that will undoubtedly help me navigate the new frontier of how to succeed as a Latina partner at Reed Smith. I treasure our calls and am so lucky to have made a new friend across the Atlantic Ocean who is not afraid to think critically about issues impacting me, my diverse community, or our firm. My top takeaway is that it’s important to stop, be open about our lives, and learn from each other. This program is proof that the relationships formed are not only mutually beneficial, but enduring and meaningful. I can’t wait to meet Tamara in person at our next in-person partner’s retreat!”

Julia López, Partner (mentor)



“Everyone who knows me, knows that I am utterly passionate about the difference that mentorship, whether formal or informal, can make to one’s career; but getting to purposefully “flip the roles” as Julia says, and be mentored by someone so thoughtful and communicative has been invaluable to me as a senior leader. Julia has been open and honest about her career journey and she is a natural communicator with a skill for helping me see her perspectives and understand her lived experiences. My conversations with Julia, while confidential and certainly personal, have nonetheless informed my own input into the discussions I’ve had as an SMT member around our firm’s culture, our values and our DE&I initiatives.

My top takeaway? To take mentorship opportunities in whatever form and in whatever context they arise – learning from others ought to be a daily, if not hourly, activity. And when you can learn from those you admire, all the better! Julia has been a great teacher and just like my prior reverse mentor, I see this as a long-term relationship and friendship, so I have no doubt I will get to keep learning from her!”

Tamara Box, Managing Partner EME (mentor)



Inclusivity Included podcast series

Our DE&I focused podcast channel, *Inclusivity Included*, uses personal stories to create candid discussions around DE&I and authenticity while attempting to break down barriers in the workplace.

2021 podcasts

- *Coaching: A DE&I development tool*
- *Justice for all: Building a generation of anti-racist lawyers*
- *Keys to recruiting diverse legal talent*
- *Innovative DE&I programs for corporations*
- *Legislating diversity: Current initiatives and their impact on corporate America*
- *Best practices for building effective DE&I programs*



By the end of 2021, the *Inclusivity Included* podcast had received over

4,700 downloads.

Listen to the [Inclusivity Included podcast series](#)





Asia-Pacific DE&I initiative

Launched a little over a year ago, our Asia-Pacific DE&I initiative has achieved a lot during 2021.

We hosted 22 events, some collaborative, with five organizations and conducted three personnel training sessions in 2021 alone.

Lifewire collaboration

We co-hosted several events with Lifewire, a Hong Kong based charity that helps those suffering from rare medical conditions by supporting their rehabilitation, bringing together patients, donors and medical experts to provide them with critical support.

Mother's Choice

We held a session with Mother's Choice, a charity serving children without families and pregnant teenagers in Hong Kong, on teenage pregnancy, social awareness on family issues, and single parenting.



■ Lifewire sharing session



■ Lifewire annual run 2021

#PinkFridayPride

The annual #PinkFridayPride event, organized by Goldman Sachs, aims to make LGBTQ+ issues visible throughout Asia by encouraging all participants to wear pink in the workplace.

We hosted a lunch-time talk on “LGBTQ+ in the legal industry,” which was held in our Hong Kong office and attended virtually by colleagues in our other Asia offices. The session was moderated by associate Gautam Lamba and featured Michael Thillaivasan from Herbert Smith Freehills and Christian Felton from Linklaters as guests. The lively discussion spanned a broad range of topics including practical barriers to building inclusive workplaces, socio-cultural and legal issues that firms and LGBTQ+ lawyers face, what firms can do within the legal boundaries to improve access to the profession, and the meaning and importance of allies.



■ Goldman Sachs PRISM #PinkFridayPride event



Other events



■ 2021 Hong Kong Pink Breakfast to raise funds for the Hong Kong Cancer Fund – we raised over US\$3,000



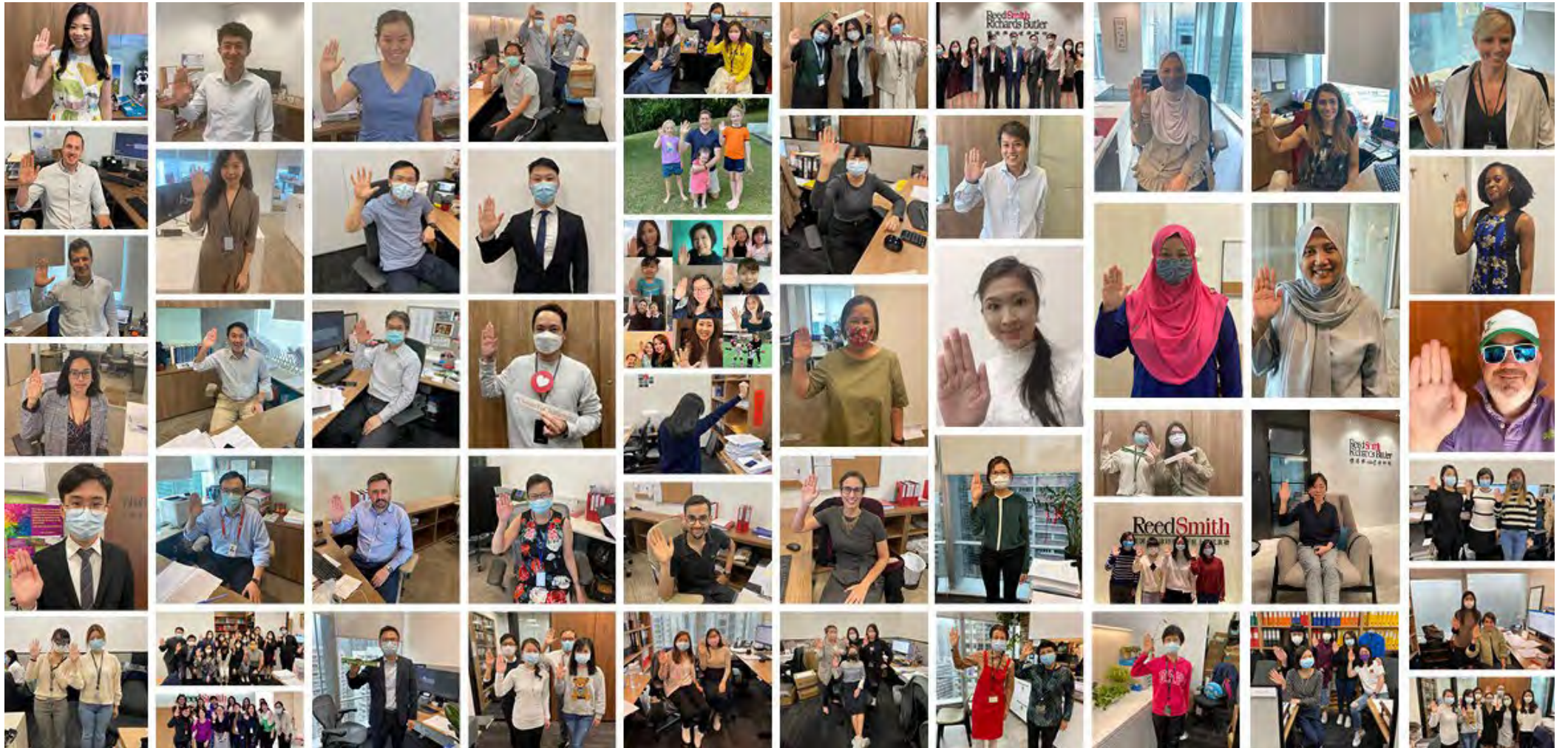
■ We participated in the eight hour Charity Spin organized by Swire and held a fundraiser for MIND HK – we raised over US\$6,200



■ #StoptheStigma - our Asia offices dress green day



■ Our Hong Kong offices celebration of Diwali, the festival of lights



■ International Women's Day celebrations



“Racial inequality didn’t just happen; it’s the result of choices we’ve made and actions we’ve taken.”

Dr. Eddie S. Glaude Jr., opening speaker at our firm’s 2021 DE&I Summit

2021 DE&I Summit

We were thrilled to have almost 900 registered attendees for our 2021 Summit. With the theme **“Where do we go from here?”**, our goal for the day in all of the sessions was to ask ourselves, **“What’s next?”** and **“What could we do better?”**.

Summit breakout sessions included:

- A panel presented by our LGBTQ+ business inclusion group PRISM, with guests Shelly Skeen (Lambda Legal) and Jon Lovitz (National LGBT Chamber of Commerce) focusing on the need to keep issues of LGBTQ+ equality at the forefront of discussions throughout the year, not just during PRIDE month.
- An insightful discussion, presented by Latinx business inclusion group UNIDOS and moderated by Julia López and Ernie Ocampo, on the importance of acknowledging the variety of cultures within each diverse community and creating an inclusive space for them.
- A panel, hosted by military veteran business inclusion group RS Vets, discussing the soft skills and contacts veterans bring to the job, as well as the challenges and support that companies may need to address. The panel featured veterans discussing their personal experiences when transitioning and navigating the civilian workplace.
- A workshop hosted by our firm’s London Multicultural Network exploring the culture and motivations behind Gen Z and Millennials, from job-hopping to purpose-led career choices and the growing commitment and desire to work in diverse workplaces.

Read more about our [2021 DE&I Summit](#).





2021 Disability Inclusion Summit

We held our second Disability Inclusion Summit to mark and celebrate **International Day of Persons with Disabilities**. We hosted a virtual four-part fireside chat series, culminating with a final panel discussion on December 2, 2021.

The theme this year was **“diversity as a way of thinking and the importance of having an evolving conversation.”**

We involved many of our clients, and extended the event to our Hong Kong and Singapore offices with our first two fireside chat sessions moderated by our Asia DE&I leadership team members, partner May Wong and associate Gautam Lamba. They were joined by guest speakers from Swire, OPTUS (SINGTEL), Deutsche Bank and the Singapore Business Network on Disability. Our third and fourth fireside chats involved guest speakers from the American Bar Association’s Commission on Disability Rights, the Lawyers with Disabilities Division of the Law Society of England and Wales, and Microsoft.

Bjarne Tellmann, senior VP & GC at GSK Consumer Healthcare, and Prashant Dubey, VP Contracts Solutions & Disability Inclusion at Elevate, gave the keynote welcome for our final panel.

The panel included clients The Valuable 500, Apex Group, Ltd., Face Equality International and Shell, who explored proactive action and best practices in supporting people with disabilities to find their “ability journey.”

Our charity partner, Theirworld, led a discussion on how businesses can support young people with disabilities in education.



Mental Health Summit

A 2016 study by the ABA Commission on Lawyer Assistance Programs and the Hazelden Betty Ford Foundation showed that lawyers are disproportionately expected to suffer from mental health issues.

In May 2021, our firm hosted one of the first law firm conferences to address mental wellness in the legal industry and wider business community.

In our inaugural Mental Health Summit, we endeavored to shed further light on the stigma associated with mental health concerns, and we heard expert insight and first-person accounts about recovery from mental health issues, and what law firms, businesses, and individuals can do to improve mental health in the workplace.



"We are dedicated to encouraging an open dialogue at all levels of the firm and to providing comprehensive training to our people so that we may spot the signs of a mental health crisis in our colleagues and know how to get them the help they need and deserve."

Tamara Box, Managing Partner, EME



"Change. Progress. Inclusivity. Support. At its core, those are the bedrock principles upon which Reed Smith's Mental Health Task Force (MHTF) is built. And nothing personifies those principles more than the groundbreaking Mental Health Summit we held on May 19, 2021."

Mark Goldstein, Partner



"I would argue nothing is more important in your life than your well-being. Take the initiative to take care of yourself. You will be more productive, efficient, happier, and a better human."

"It really is okay to not be okay."

"If you are having difficulties with mental health, you are not alone."

Summit participants' comments



Equity

You will be treated fairly...

Equity is woven into the fabric of our firm as we continuously assess our policies, practices and procedures, both formal and informal, to ensure they are equitable and free of bias. We work to ensure that all lawyers and professional staff have a fair opportunity to access compensation and benefits packages, resources, training and professional development opportunities, and networks across all work categories.



 *“Building an inclusive culture is integral to our business and should be rewarded and incentivized, not left to chance.”*

Sandy Thomas, Global Managing Partner



In 2021, we introduced our **Billable Hours Crediting Policy**, which recognizes up to 50 hours of time spent annually on DE&I, REAP, and WINRS activities for all our timekeepers, and contributes toward our firm's existing 140 hours of billable credit for non-billable work.




ChIPs/Diversity Lab

The Inclusion Blueprint “Do Something Hard”

Reed Smith was among 50 law firms to take at least one “hard” action as part of the 2021 blueprint and report on its progress.

The collaborative project between Diversity Lab and ChIPs provides a first-of-its-kind tool to measure inclusion actions that law firms can and should employ, at leadership and practice group levels, to ensure that historically underrepresented lawyers have fair and equal access to quality work, influential sponsors and clients, and other opportunities.

Individual practice group leaders have signed the Ally Action Pledge, which asks a majority of partners in our firm's practice and industry groups to advocate for and actively champion at least one diverse associate or junior partner.

 “From diversity scorecards and all personal business inclusion groups to 50-hour diversity credits and client inclusion leaders, Reed Smith has long embraced the hard work required to bring about change within our firm and across our profession. All of our people – leadership, lawyers, and staff alike – remain committed to answering the call towards diversity, equity, and inclusion, and look forward to introducing new and creative ways to further advance the mission of Diversity Lab, ChIPs, and other firms participating in the Inclusion Blueprint.”

John Iino, Global Chair, DE&I

Read more about [our commitment](#).



Representative diversity



We welcome you...

Our workforce is representative of the populations we serve and the communities in which we live and work. Our broad definition of diversity covers every kind of visible and invisible diversity including diversity of thought, demographic diversity and diversity of lived experiences.



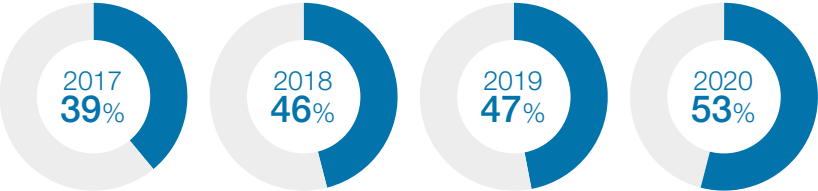
Recruitment

We are committed to supporting a variety of pipeline initiatives directed at diverse students entering the legal profession, even before they start law school and continuing through graduation and beyond.

We support diverse law students by providing the tools and opportunities to succeed in law school and in the legal profession through our participation in diversity initiatives.

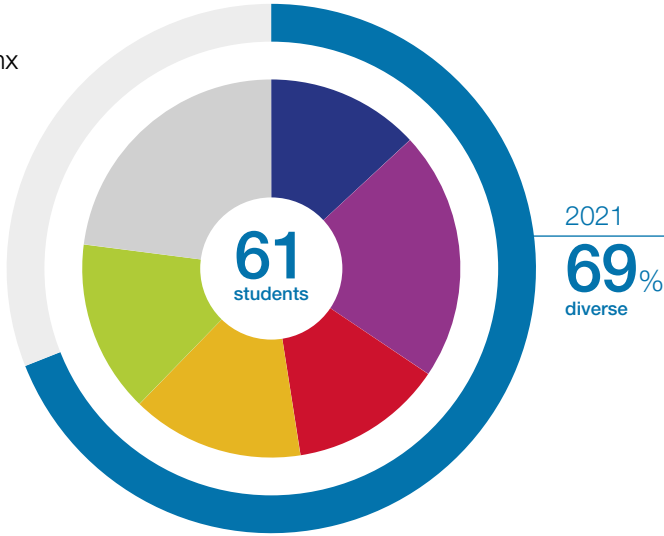
Our 2021 summer associate class was the most diverse ever.

Percentage of diverse summer associates



Diverse U.S. summer associates

- 8 Asian
- 13 Black
- 8 Hispanic/Latinx
- 9 Multiracial
- 9 LGBTQ+



* Please note that when calculating diversity, some individuals fall into more than one category, but have only been counted once. Also, gender is not included in these diversity figures.

Deborah J. Broyles Diverse Scholars program

Our Diverse Scholars program began in 2002. In 2016, we renamed the program to honor our late partner Deborah Broyles, who was our firm's global director of diversity and inclusion. Deborah was a trailblazer in diversity efforts in the legal profession and her contributions to promoting diversity in the profession and throughout the United States were significant and transformative.

We were pleased to announce that second year law students **Marquan Robertson** and **Christopher Pineda** were the 2021 recipients of our Deborah J. Broyles Diverse Scholars Award.



"Christopher and Marquan have put in the work in the classroom and in their communities and demonstrated qualities and characteristics deserving of being named Deborah J. Broyles Diverse Scholars. Both are young leaders on their respective campuses, are inspirations to their peers, and have the ambition and drive to succeed no matter where the future may take them. They both fully embody Deborah's legacy, and we look forward to having them join us this summer."
Geoffrey Young, Executive Director of Diverse Recruiting

Broyles Memorial Scholarship

The Deborah J. Broyles Memorial Scholarship was established in Deborah's memory by her friends, who made donations to set up the scholarship with California ChangeLawyers. Our firm is a contributor to the fund.

We were proud to announce **Rebeca Lafond** as the recipient of the 2021 California ChangeLawyers Deborah J. Broyles Memorial Scholarship.

Rebeca is a rising 1L at the City University of New York (CUNY) School of Law at Queens College. She became a citizen of the United States in 2016. It was her immigration lawyer from the Legal Aid Society who inspired her ambition to follow the profession herself, so that she could do the same for others.

1L Diversity Fellowship programs

We partner with clients every year to hire diverse first-year law students for our summer associate program. In 2021, we partnered on 1L Diversity Fellowship programs with McKesson for the Leadership Council on Legal Diversity.



■ Marquan Robertson



■ Christopher Pineda



■ Rebeca Lafond



■ Deborah Broyles

Our 1L LCLD Scholars program

Our firm is among the original 2009 co-founders of the Leadership Council on Legal Diversity (LCLD), which today includes more than 350 members who serve as general counsel at major corporations or managing partners of the nation's leading law firms.

The 1L LCLD Scholars program is designed to strengthen the legal pipeline by expanding the number of opportunities for diverse first-year law students. The program offers students the opportunity to work side by side with our lawyers as part of our summer associate program.


In 2021, nine students experienced our 1L LCLD Scholars program in our Chicago, Houston, Miami, Pittsburgh, Philadelphia, San Francisco, Tysons, and Washington, D.C. offices. Of the nine students, five will be returning in 2022 as 2L summer associates.



■ Martine Augustin



■ Jade Peeples

 *“Reed Smith is an awesome place to work! They are committed to your personal growth utilizing mentors, writing coaches, and hands-on experience to ensure that growth.”*

Martine Augustin, LCLD Scholar

 *“I really love how Reed Smith is committed to diversity and promoting a healthy workspace environment. My experience as an LCLD scholar was amazing, it was the best decision I’ve ever made to ensure my personal growth as a legal scholar. My 1L summer at Reed Smith taught me the value of firm culture. I was able show up authentically while gaining invaluable experience.”*

Jade Peeples, LCLD Scholar





“My experience as a diverse lateral attorney at Reed Smith has been incredible. My colleagues and our firm leadership have welcomed me and my offering with enthusiasm and strong support. The firm provided business development coaching, mentors and sponsors, a runway and investment in my offering, and a highly collaborative environment in which I could thrive; keeping me intellectually challenged, allowing me to further develop my brand and business. Reed Smith was the best place for me to build and sustain a strong energy regulatory practice within a global firm.”

Colette Honorable, Partner and Executive Committee member

Historic Black Colleges and University (HBCU) law schools

As part of the implementation of our REAP initiative, we expanded our footprint in 2021 for recruiting to include all of the HBCU law schools, to help increase the pipeline of our diverse talent and to develop and maintain our relationship with those law schools.

LCLD Fellows and Pathfinders

The LCLD Fellows Program is an intensive, year-long professional development program that mentors the legal industry's diversity leaders of tomorrow. The program is designed for lawyers with eight to 15 years of experience, and connects high-potential lawyers with leading general counsel and managing partners.

The LCLD Pathfinders Program is tailored for lawyers with three to five years of experience. The program provides practical tools for developing and leveraging professional networks, leadership skills, and career development strategies.



"I really enjoyed being a part of the LCLD's 2021 Pathfinders Program. I thought the presenters provided essential, yet practical, advice. The content of the program enabled me to focus on some of my blind-spots, which I found to be equally helpful. The break-out sessions allowed me to connect with other Pathfinders in a meaningful way and put the content we learned during the main sessions to use. Overall, it's a great program and I'm happy Reed Smith selected me as this year's representative."

Johnathan Foster, Associate and 2021 Pathfinder

For more information about our scholarships and programs and how to apply, please visit [reedsmith.com](https://www.reedsmith.com)



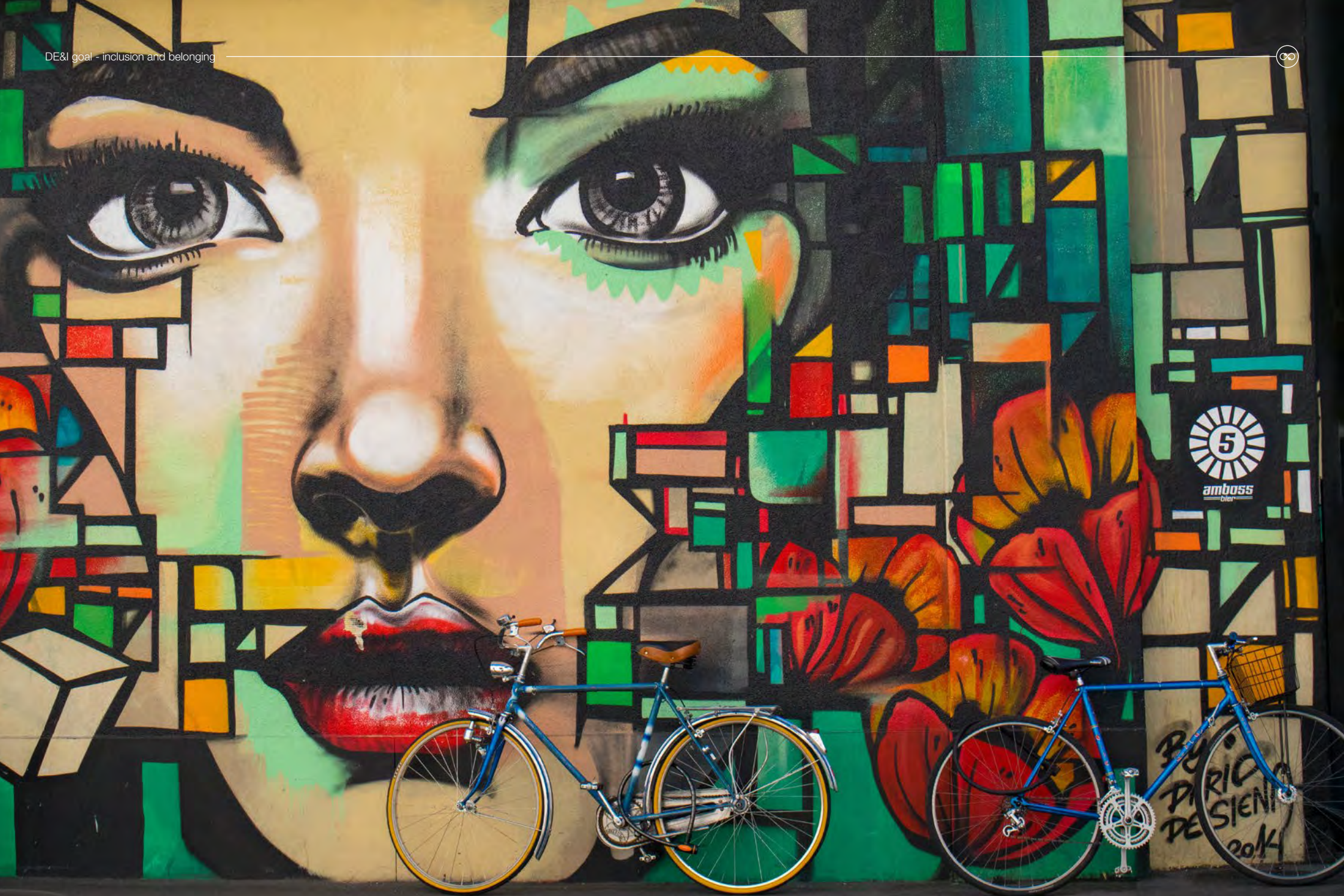


Inclusion and belonging



You will be seen, heard and valued...

We work to create a workplace rooted in teamwork and collaboration, where everyone's thoughts, perspectives and opinions are valued; where people feel respected, considered, and encouraged to contribute; and where their ideas are advanced and reflected at all levels and in all interactions, conversations and communications.



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WINRS

Women's Initiative Network

WINRS global IWD celebrations

- Our Women's Initiative Network (WINRS) hosted a virtual forum across our European and U.S. offices. The 75-minute program focused on pay equity, gender parity, and the importance of financial literacy for women and girls. Keynote speakers included senior members from **Chief**, an organization designed to support women leadership across all industries, as well as leaders from the not-for-profits **Rock The Street**, **Wall Street** and **Theirworld**. Breakout-room discussions were also held, covering various topics, including mentoring, negotiating salary and diverse leadership.
- The **London Shipping Group** held its annual IWD event – a virtual panel discussion, led by admiralty manager Voirrey Blount and partner Antonia Panayides, focused on topics impacting women in the shipping industry.
- **Chicago WINRS** held discussion events based around the documentary *RUTH: In Her Own Words* as well as a collection of essays titled *Bad Feminist* by Roxane Gay.

- **San Francisco** and **Silicon Valley WINRS** hosted an IWD pre-party that included a reunion of our 2020 IWD speakers: Jenai St. Hill of LinkedIn, Sue Bunnell of Wells Fargo, and Sanam Saaber of Iterable. Associate Mariah Fairley moderated the discussion in which speakers shared their reflections on challenges and silver linings during 2021.
- **Asia WINRS** hosted a range of activities that included a talk from a woman farmer, who shared her experiences of running a farm – an unconventional role for a woman in Hong Kong.

WINRS summer webinar

WINRS hosted a summer webinar and interview with Roberta Liebenberg and Stephanie Scharf of The Red Bee Group LLC, who shared the results of their research for their ABA study, "Practicing Law in the Pandemic and Moving Forward." A client panel discussed their realities and experiences related to the pandemic, and renowned burnout expert Paula Davis advised on what individuals and organizations can do to combat the effect of pandemic-related stress and burnout.

Podcast

Our firm's *Women in Arbitration* podcast miniseries launched in 2021, serving as a platform for women across the global arbitral community to discuss hot topics, trends, developments and matters of interest in international arbitration.



Listen to [Women in Arbitration - ICCA president discusses arbitrator availability and The Pledge](#)



Listen to [Women in Arbitration - ICSID Secretary General and updates to the ICSID/UNCITRAL draft code of conduct](#)



Listen to [Women in Arbitration - International Arbitration: Going green for good?](#)



Listen to [Women in Arbitration - The challenges of arbitrating environmental disputes](#)



Summer series

WINRS hosted a two-part summer series that included two moderated panels of our firm's women. The first session, "Navigating Your Career Path," covered how to best position yourself for advancement and offered advice for navigating your own personal career path. In the second session, "Wish I Knew Then What I Know Now," panelists shared personal career stories, reflected upon their early experiences, and offered advice for summer and new associates embarking upon their career.

Women's Equality Day

In honor of Women's Equality Day, on August 24, WINRS hosted a virtual tour of the National Constitution Center exhibit "The 19th Amendment: How Women Won the Vote." This exhibit traces the triumphs and struggles that led to the ratification of the 19th Amendment, and features some of the many women who transformed constitutional history in their fight for women's suffrage.

"From Challenge Comes Opportunity"

London WINRS and Alicia Millar, London director of learning and development, hosted a discussion that explored ways to turn challenges into opportunities for growth, learning and resilience.

"The Women Changing the Face of Emoji"

Client Alphy hosted a webinar that included a lively panel discussion with women who have changed the face of emojis. Counsel Liza Craig moderated a webinar including panelists Anne Gundelfinger, vice president and general counsel of the Unicode Consortium, the standards body governing emojis; Jenny 8. Lee, former *New York Times* journalist, emoji activist, cofounder of Emojination, and producer of "The Emoji Story"; and Florie Hutchinson, a mother who crusaded for a new non-stiletto heeled shoe emoji for her daughters.

Family support

In 2021, as part of our firm's Family Network, we organized online activities for parents juggling care responsibilities who were working from home. These included a Q&A session for young people with astronaut Tim Peake; live webinars, recordings, video shorts and blogs on topics such as children's mental health, self-care during the pandemic, and managing children at home in a school-free world; and a story time and drawing session with author and illustrator Jane Porter.

Podcast

Returning to work: Women, parents and caregivers.



Listen to the [Inclusivity Included podcast](#)



■ Story time and drawing session with author and illustrator Jane Porter

Business inclusion groups



The common mission of our business inclusion groups (BIGs) and networks is based on four core pillars – the recruiting, retention, business development, and professional development of diverse talent. Each BIG works to increase and support the growth of the group’s lawyers and professional staff at our firm across all ranks, and endeavors to provide training, resources and other professional development opportunities to equip its members with the requisite skills to prepare them for leadership positions within our firm.



PRISM

LGBTQ+
Business Inclusion Group

PRISM and Reed Smith proudly sponsor and support many LGBTQ+ organizations, networks and events.

Transgender Legal Defense & Education Fund

One of our key projects in 2021 has been the expansion of the Transgender Legal Defense & Education Fund (TLDEF) Name Change Project into Houston, Texas – the rollout is scheduled for 2022. We also expanded our work with the project into Chicago, partnering with firm clients to provide much needed pro bono assistance to the project's clients.

Partner **Patrick Yingling**, the winner of our firm's Sean Halpin Award for pro bono services, chose TLDEF's Name Change Project as the recipient of the \$10,000 award donation.



■ TLDEF's Trans Advocacy Awards in New York City in October

- **Out Leadership**, a global LGBTQ+ network that works to prioritize LGBTQ+ inclusion and equality throughout the business world.
- **myGwork**, a business community and network for LGBTQ+ professionals.
- **Lambda Legal**, including sponsorship of local events in San Francisco, Chicago, Houston and New York City. Lambda Legal is the preeminent U.S. organization fighting in the courts for the preservation and expansion of LGBTQ+ and HIV+ rights.
- **Lavender Law**, the national conference of the National LGBT Bar Association. Our firm also participated in the Lavender Law Career Fair, the largest career fair for LGBTQ+ law students in the country.
- **Diversity Role Models**, an organization that facilitates student workshops where members of the LGBTQ+ community and ally role models speak to students about their experiences within the LGBTQ+ community.
- **Aspiring Solicitors' 2021 AS Pride Event**. Aspiring Solicitors works to increase diversity within the legal industry.
- **The Bay Area Lawyers for Individual Freedom's (BALIF) forty-first anniversary gala** in San Francisco.
- **The Hong Kong Gay and Lesbian Attorneys Network**, which is dedicated to promoting LGBTQ+ diversity and inclusion in the legal profession and fighting for marriage equality in Hong Kong.
- **The Victory Fund's thirtieth anniversary events**. The Victory Fund is a national organization that supports the election of openly LGBTQ+ candidates to local, state and national offices.

PRISM LGBTQ+
Business Inclusion Group

PRIDE Month

The fight for equality is at its best when it recognizes and capitalizes on the intersectionality of all marginalized communities.

PRISM led in a number of intersectional events with other BIGs and clients during Pride Month.

- Co-hosted an intersectional event with our Pacific and Asian American BIG (PAALS), focusing on Queer Trans Asian Pacific Islander Week in San Francisco and featuring wide-ranging discussions including activist/lawyer/drag queen Juicy Liu's thoughts on community organizing and Harvard law professor Alexander Chen's personal transition story, his path toward LGBTQ+ advocacy work, and his outlook on the future landscape of legislation.
- Co-hosted an event with our Black/African American BIG (STAARS), which was open to our firm and clients and featured Erika Smith, columnist with the *Los Angeles Times*, discussing the intersectionality of diverse communities.
- Co-sponsored a joint event with Shell's LGBTQ+ employee group, addressing LGBTQ+ cultural competency and name and gender marker change issues.
- Participated in an event celebrating LGBTQ+ voices with disabilities in the media, presented by disability-led not-for-profit RespectAbility.



■ Celebrated PRIDE in our UK and Singapore offices virtually and circulated rainbow flags and pins to PRISM members.

PRISM LGBTQ+

Business Inclusion Group

We held educational and supportive events for PRISM members including:

- A Mental Health Movie Night featuring a discussion of the movie *Moonlight*.
- A Proudful Parenting Seminar hosted by firm partner KUNIK.
- An LGBTQ+ Aging Seminar featuring Jerry Chasen, a representative from SAGE, an organization that advocates and provides services for LGBT elders.
- Three fireside chat speaker series events with partner Alan York, and Todd Sears and Fabrice Houdart from Out Leadership, to discuss allyship and the ongoing LGBTQ+ rights movement.

Declared Name and Pronoun Policy

PRISM continued to see returns on its work in adding the Declared Name and Pronoun Policy to the firm's HR policies. Other firms used our policy as a template to adopt similar policies.

During LGBTQ+ History Month, global DE&I advisor Iveliz Crespo presented Let's Talk About Pronouns: Allyship and Accountability, a seminar open to the firm and outside clients.

Podcasts

Listen to [Goodbye gender binary](#)



Listen to [Legislating identity: The fight to protect transgender rights](#)



LEADRS

Disability Business Inclusion Group

mentalhealth

taskforce



LEADRS

Disability Business Inclusion Group

The growth of LEADRS and our Mental Health Task Force is now such that we have the skills to provide clients with legal service teams that include people with disabilities and their allies.

Project Ability

Project Ability, which is currently a pilot program with a handful of select clients, will serve as a model for the legal and other professions to encourage the recruitment of people with disabilities and to attract, develop and retain talent with disabilities.

Our Project Ability concept will be to work with a group of like-minded clients to develop an innovative disability DE&I legal service that clients will be prepared to buy into and which they will commit to use, thereby increasing opportunities for our lawyers with disabilities as well as their team members with disabilities.

BBC podcast and client best practice document

We created a bespoke client best practice document for the BBC to enable it to enhance its own DE&I policy, particularly in relation to recruiting lawyers with different abilities.

Associate and DE&I trailblazer Vaibhav Adlakha joined the BBC Legal team in their podcast series, *Not All Lawyers Have Law Degrees*. In the episode titled *Diversity is a way of thinking* Vaibhav shared what he thinks makes a law firm inclusive, why mental adjustments can be more important than physical ones and the importance of collaboration.

Launch of Asia LEADRS

In 2021, we launched Asia LEADRS and produced a brochure for distribution to our firm's offices in Asia to introduce LEADRS and the work it has done since its founding in 2012.

Disability Etiquette Guide and accommodations document

To ensure that everyone at our firm feels comfortable working either "as" a person with a disability or "with" a person with a disability, we created our Disability Etiquette Guide. The guide is aimed at increasing awareness, understanding disability and ensuring our workplace is disability-confident.

To encourage our employees with disabilities to request the support they need, we produced an accommodations document, which includes a list of accommodations already received by personnel working at our firm.

Suicide Prevention Awareness Month

Suicidal thoughts can affect anyone regardless of age, gender, education or background.

According to the World Health Organization, more than 700,000 people die by suicide every year – that's one person every 40 seconds. And in the legal industry, we see a higher prevalence of mental health issues than in the general population.

Throughout the month, we shared information about suicide risk and prevention, including a video we recorded on recognizing the signs of mental health issues and providing guidance on how to support colleagues, family and friends.

In March 2021, we launched our **Mental Health References & Resources Toolkit**, which is designed to make it easy for all our personnel to access mental health resources.

Addressing burnout and stress

While legal work can be incredibly fulfilling, it is also inherently stressful, with many lawyers and business professionals experiencing burnout. Wellness Works and the Mental Health Task Force (MHTF) worked together to support firm personnel in achieving a better work-life balance and self-care routine, with various sessions and resources.

Strategically Well – an engaging and highly informative video course by mental health authority Patrick Krill covering topics relating to mental health and well-being in the legal profession.

Assessing and Addressing Burnout – In this fireside chat, Kate Snowise of Kunik spoke about the dimensions of burnout and steps you can take to mitigate it.

Mental Wellness Month

The MHTF and Wellness Works teamed up to celebrate Mental Wellness Month by creating 18 videos that dispel myths about mental health as a continuation of our #StoptheStigma campaign.



View the full [video series](#)



Podcast

Cultivating the mental health and well-being of diverse employees



Listen to the [Inclusionity Included podcast](#)





UNIDOS

HISPANIC | LATINX

BusinessInclusionGroup



National Hispanic Heritage Month

National Hispanic Heritage Month gives us the opportunity to honor the histories, cultures and contributions of U.S. citizens and immigrants whose ancestors came from Spain, Mexico, the Caribbean, and Central and South America.

Esperanza: A Celebration of Hispanic/Latinx Heritage and Hope

In 2021 we celebrated Hispanic/Latinx heritage and reflected on our community's strengths including resilience, familia (family), the hard work ethic, and diversity – a reminder that we are stronger together.

El Museo del Barrio

We hosted two virtual tours of El Museo del Barrio, which preserves the art and culture of Latin Americans in the United States. The museum's varied and permanent collection of over 8,000 objects spans more than 800 years of Latin American and Caribbean art.

Partnership with Hispanic National Bar Association

Our firm sponsored the 2021 Hispanic National Bar Association (HNBA)/VIA Corporate Counsel Conference & Annual Convention. Our sponsorship included a scholarship to a deserving Latinx law student, and supported PODER25, the HNBA's general counsel talent pipeline program, which seeks to increase the number of Latinx general counsels in Fortune 500 companies to 20 by the year 2025.

HNBA Corporate Counsel Conference

Partner Julia López delivered welcome remarks to hundreds of attendees and opened the Gala en la Sala at the HNBA Corporate Counsel Conference.

HNBA Annual Convention

Partner Julia López gave welcome remarks at the HNBA Annual Convention welcome reception and associate Leidy Gutierrez introduced the Latina Attorney of the Year honoree.

Julia was installed for her second term as national finance director of the HNBA. Leidy was installed for her second term as Latina commissioner for the HNBA and was appointed director of CLEs for the Corporate Counsel Conference and Annual Convention.





HBA-NJ Scholarship Gala

Summer associate Nkora Carr, a Rutgers Law School (Camden) student, received one of the 17 scholarships awarded by the Hispanic Bar Association of New Jersey (HBA-NJ) at its fortieth anniversary gala and awards dinner.

Associates Leidy Gutierrez and Kathy Oviedo were installed in their official capacities as trustee at large and Mercer County trustee, respectively, at the HBA-NJ's forty-second annual installation and swearing-in ceremony. Reed Smith is an annual Amigo sponsor of the HBA-NJ.



■ Summer associate Nkora Carr and partner Julia López



■ Associates Leidy Gutierrez, Owen Gonzalez and Kathy Oviedo, with partner Julia López

Bankruptcy Law Section, State Bar of Texas

Partner Omar Alaniz featured in the DE+I Spotlight column of the Texas State Bar Bankruptcy Law Section fall newsletter. Omar provided candid and honest commentary on his career path and the challenges he has faced as a diverse lawyer.

Podcast

Beyond Hispanic Heritage Month: Building community and driving inclusion



Listen to the [Inclusivity Included podcast](#)



PAALS

Pacific &
Asian American
Lawyers & Staff
Business Inclusion Group



AAPI Heritage Month

During Asian American and Pacific Islander (AAPI) Heritage Month, we shared newsletters, held events and created videos to celebrate the vast cultural and historical impact of the AAPI community in the United States.

Video project

We shared a month-long video project with our personnel in our newsletters and internal website, showcasing our members and their unique experiences as Asian Americans and Pacific Islanders.



“Being a diverse staff member helps me succeed because it gives me a broader understanding of how people work. Celebrating diversity is a really fun thing to do because you get to learn a little bit more about what makes an individual tick.”

Clare Seabourne, Business Development Manager

Understanding the complex history of Asians in America

We held a CLE webinar with Melany De La Cruz-Viesca, associate director, UCLA Asian American Studies Center, that gave our U.S. offices insight into the diverse experiences of Asian immigrants in the United States.

Lunar New Year

To celebrate Lunar New Year, PAALS hosted a members-only virtual luncheon with trivia related to the holiday. Attendees received an Uber Eats gift card to purchase lunch from local Asian-owned businesses. The initiative supported members of our community during COVID-19.

Making kimchee at home

We held a fun Asian cooking event live online to educate our personnel on Asian cooking traditions. Corporate executive chef Danny and PAALS leadership demonstrated how to make kimchee, a traditional Korean dish of various salted and fermented vegetables.



■ PAALS members attend the National Asian Pacific American Bar Association Convention

Filipino American History Month

In observation of Filipino American History Month, PAALS presented the webinar “Why Karen Carpenter Matters.” Karen Tongson (whose Filipino musician parents named her after the pop icon) interwove the story of the singer’s rise to fame with her own trans-Pacific journey between the Philippines – where imitations of American pop styles flourished – and Karen Carpenter’s home ground of Southern California.

Podcast

Ray Cardozo: *The power of proximity*



Listen to the [Inclusivity Included](#) podcast



"THEY WILL NOT BE
JUDGED BY THE COLOR
OF THEIR SKIN BUT
BY THE CONTENT OF
THEIR CHARACTER."

-MLK

STAARS

AFRICANAMERICAN

BusinessInclusionGroup

Kyle Wyatt
Casey Chambers



Martin Luther King Day

In celebration of Dr. Martin Luther King, Jr.'s birthday, we shared a special message with our personnel that included three distinct and personal perspectives on the civil rights icon's influence.



Glenn Mahone

Former senior counsel **Glenn Mahone**, our firm's first Black lawyer, recalled the impact of Jim Crow laws and how Dr. King advanced the civil rights movement.

Our personnel reflected on Dr. King's legacy as a motivational force and influence in their lives.



“One of my favorite MLK quotes is: ‘injustice anywhere is a threat to justice everywhere.’ MLK strived to truly make the American Dream a dream for ALL and to have justice and equality for ALL.”



Jalen Brown

Jalen Brown, Associate



Taylor Grant

“Today, we honor Dr. King, the ultimate ‘dream-maker’ for his unwavering bestowal of humanity to the civil rights movement and social justice of all mankind. I thank him for paving the way so people like me can follow their own path and make a lasting impact on society.”

Taylor Grant, Associate



Katy Basile

“Celebrating Dr. King keeps his legacy alive; reminds us of our destination and that we have a path to walk. As a woman who happens to be white, celebrating Dr. King's legacy gives me another opportunity to confront the meaning of whiteness in our country – and my own whiteness.”

Katy Basile, Partner





STAARS

AFRICANAMERICAN
BusinessInclusionGroup



Judge Carlos Moore

We were honored to host Judge Carlos Moore, president-elect of the National Bar Association and managing partner of The Cochran Firm – Mississippi Delta, in a candid fireside conversation in which he took us inside his fight to abolish the Mississippi state flag. He discussed his historical appointment as the first African American municipal judge pro tem for the cities of Clarksdale and Grenada, Mississippi and shared his vision and agenda for Black America, including reparations for slavery.

Office events included:

- A discussion with historian Will Thomas, author of the *New York Times* bestseller, *A Question of Freedom*, about enslaved persons in the Washington, D.C. and Maryland area who sued their owners for freedom from the nation's founding until the Civil War.
- A discussion of the film "Harriet," an extraordinary tale of a young woman's escape from slavery and transformation into one of America's greatest heroes.
- A presentation with SMASH, a science, technology, engineering and math (STEM) pipeline program for high school and college students of color from underserved communities in San Francisco and Silicon Valley.
- A virtual tour at the Newark Museum of Art that explored African American artists' outstanding contributions.

We held an online Black History Month (BHM) fundraiser, spotlighting three not-for-profits dedicated to supporting racial, social, educational and economic equality – the NAACP Legal Defense Fund, the Bail Project, and the Thurgood Marshall College Fund.



U.S. Virgin Islands Congresswoman Stacey Plaskett

To close our BHM celebrations and kick off Women's History Month, we were privileged to have U.S. Virgin Islands Congresswoman Stacey Plaskett speak to our personnel about her career, the need for greater diversity in government, and how she prepared for her history-making moment as the first U.S. delegate to serve as an impeachment manager in the second impeachment trial of former President Donald Trump.

Recruitment drive

In 2021, STAARS led our firm's summer associate recruitment drive at six Historically Black Colleges and University (HBCU) law schools across the country. Working with our firm's recruitment team, STAARS conducted virtual on-campus interviews with prospective candidates.

Juneteenth

Our firm provides pro bono support for The Reparations Project, which seeks to narrow the wealth gap and promote equity for those who were enslaved, and supports descendant families of enslavers in their pursuit of ancestral healing through repairing generational harm.



To commemorate Juneteenth, partner Katy Basile and associate DJ Cespedes interviewed the organization's founders, Randy Quarterman and Sarah Eisner. They discussed the profound and long-lasting financial impact of enslavement on African Americans, the significance of Juneteenth, and the efforts to secure relief for the families whose opportunities to build generational wealth were eliminated by legally sanctioned policies.



MulticulturalNetwork

MulticulturalNetwork

MCN mentoring program

In 2021, we launched our UK mentoring program as part of our firmwide Racial Equity Action Plan (REAP) initiatives. The program is designed to enhance the retention and progress of our lawyers and professional staff of color.

We collaborated with the award-winning mentoring and training consultants Goal 17 to create a nine-month pilot program.

Mentees work with senior lawyers and business professionals across our UK offices to create specialized and bespoke mentoring plans to support their career development.

What mentees gained:



"Really great advice about raising my profile within the firm."

"Meeting someone with a legal background with an in-depth understanding of the challenges of being a lawyer but with a fresh perspective given his different role."



"There are several studies that show that a mentoring culture can provide the missing link to help create true social mobility and diversity within an organization; providing a progressive pathway of support at every level. Reed Smith is firmly committed to retaining and developing our talent from all ethnic backgrounds and so we are delighted to launch this hugely valuable initiative."

Andrew Jenkinson, Office Managing Partner, London

RSVets

U.S. Veteran Business Inclusion Group





In 2021, RS Vets significantly increased its membership with its expansion across the U.S., the UK and Europe.

RS Vets hosted a number of highly successful programs and events in 2021, often collaborating with other business inclusion groups.

Enduring mental health effects of the Afghanistan conflict



Thor Maalouf


When the world focused on the Taliban’s capture of Kabul in August, forcing thousands of troops and their allies to flee Afghanistan, RS Vets hosted a firmwide town hall and panel, giving voice to members who had served in military or civilian roles in the country. The panel was hosted by partner Thor Maalouf, a veteran of the British Army who served in Afghanistan, and moderated by mental health professionals with military experience in Afghanistan.

National Veterans Legal Services Program

One of RS Vets’ signature projects is its pro bono collaboration with firm lawyers and clients, who work to provide legal counsel to vets working through medical benefits appeals at the U.S. Veterans Administration.

Associate Kathy Oviedo led a discussion with the National Veterans Legal Services Program (NVLSP), where we explained the process to qualify for disability retirement to lawyers. The NVLSP provides the legal training, and our firm engages additional lawyers in taking on NVLSP cases for veterans.

Receiving the below testimonial from a veteran client was a real highlight while working on the program:

 *“Everything that happened with my appeal happened because the legal team put their heart into the effort and it showed. I would not have had the outcome for my appeal without their assistance.”*

Remembering The Kassel Raid

In honor of U.S. Memorial Day, we hosted a discussion of the story behind the Kassel Raid, the largest loss by the USAAF on any mission in WWII. Within six minutes on September 27, 1944, the USAAF suffered the greatest single-day losses by any group from one airfield in the history of aviation warfare.



■ Author Eric Ratcliffe

We were joined by Eric Ratcliffe, author of *The Kassel Raid*, who told the story and showed vintage photos and footage of those who survived one of WWII's most disastrous operations in the USAAF's battle against the Luftwaffe.



■ Remembering The Kassel Raid: Uncovering the painful story behind one of the most dramatic aerial battles of WWII

Advocacy in Action: LGBTQ+ and the National Guard

In June, we co-hosted an event with PRISM featuring an interview with Major General Matthew P. Beevers, assistant adjutant general, California Joint Force Headquarters, National Guard. The interview covered the history of transgender rights in the military and the inequities of the Department of Defense's recently overturned transgender policy. MG Beevers spoke about inclusion efforts in the California National Guard and what the future could hold for LGBTQ+ troops in the military.



■ Major General Matthew P. Beevers

The American Landings on D-Day

To mark National Veterans Military Families month in the U.S. and Remembrance Day in the UK, we hosted a history event involving an illustrated talk on the American landings on D-Day, June 6, 1944 by the experienced military history speaker, Lt. Col. Symon Tanner, Army Air Corps (Ret.). The talk covered the military strategy and the human side of the D-Day operations, and was a timely reminder of how our nations' histories are intertwined.

Citizen-Soldier

Partner Jesse Miller, also Col. Miller, California National Guard and chief of staff, 40th Infantry Division in Los Alamitos, California, was featured in the *American Lawyer* article "How Does This Reed Smith Citizen-Soldier 'Reload, Refit, Refuel Both Body and Mind' After Deployment?", and saluted for his work on the California wildfires and pandemic vaccine distribution across the state.



Talent spotlights



Stan Perry,
Partner

Stan is our firm's global director of pro bono and community service and leads our pro bono committee. He is a member of our firm's Racial Equity Task Force and lead for pro bono projects arising from the task force. These include: voter protection rights for the November 2020 elections, together with the NAACP Legal Defense Fund; criminal justice reform, together with The Innocence Project (a not-for-profit dedicated to freeing persons wrongly incarcerated); and Reform Alliance, a criminal justice reform organization created by Jay Z and Meek Mill, and led by Van Jones.

Stan has been involved in recent immigration debates, including discussions of how nations' border policies affect children, and is also a member of the Houston advisory committee for KIND (Kids in Need of Defense), a not-for-profit dedicated to providing legal counsel to minors fleeing violence and oppression in Central America.



"The past year was an exclamation mark on my view of DE&I's importance. For many of us, it was a year of reflection followed by action and a greater commitment to social justice in many ways, including DE&I."



Liza Craig,
Partner

Liza followed in her father's footsteps as a lawyer. She clerked at the Court of Appeals for the Armed Forces and spent her career in government procurement, working for the Department of the Navy and in support of military operations.

Liza volunteers with Children of Uganda, a not-for-profit that works to ensure that Ugandan children and their families are equipped with the critical resources to thrive; and volunteers with and provides pro bono support to the Greater Washington Urban League. Liza also volunteers as a mentor at the George Washington Law School, and as an instructor and program coordinator with the National Contact Management Association.



"I am committed to calling out gender bias and inequalities. I also know the leadership here at Reed Smith is committed, and that makes me feel optimistic and empowered."



Kendrea Tannis,
DE&I executive/career coach

As our firm's new DE&I executive/career coach, Kendrea is helping to design and direct our efforts to cultivate and build a more diverse talent pipeline. A former litigator, she transitioned to the U.S. Securities and Exchange Commission as a senior enforcement lawyer. In 2016, she was named Dallas Pro Bono Associate of the Year for her work on immigration and asylum matters, including obtaining asylum for a client from Kenya and providing translation services for Spanish-speaking clients.



"I learned two important lessons as a graduate of Duke University and Duke University School of Law, and as a high school student – the power of resources and that my perspective and experiences matter. I bring that same energy and belief to my DE&I work – every perspective matters and I do my best to empower others to use and trust their own voice."



Rizwan (Rizzy) Qureshi,
Partner

Rizzy is an accomplished litigator and seasoned trial lawyer who has tried more than 30 cases. As a prosecutor for the U.S. Department of Justice, he earned a track record protecting vulnerable individuals from violent criminal offenses. Rizzy served as an assistant U.S. lawyer for the District of Columbia, starting in the Sex Offense & Domestic Violence section.

Rizzy counsels clients in complex investigations and maintains a substantial pro bono practice, helping commute unfair prison sentences, and working to find justice for the families of people senselessly killed in racially motivated actions.



“As lawyers, we have an obligation to use our law license to eradicate inequities and effectuate positive change in our communities.”

What sets Reed Smith apart is its commitment to deploying the expertise of its lawyers to serve on the front lines of matters impacting racial equity, including important civil rights cases, like we are handling on behalf of the families of Ahmaud Arbery, Atatiana Jefferson and others.”



Nas Zabbar,
Learning and Development Manager

Nas is developing our EMEA DE&I leadership training programs, and has adjusted them to increase their relevance in our Asian offices. He was instrumental in the revamping of our firm’s internal online learning and development delivery system, Careers Academy, which launched in April 2021. He is also a member of our REAP professional staff sub-committee.



“I am grateful to Reed Smith for being open to hiring a learning and development manager without legal sector experience. For me, that demonstrated that Reed Smith is practicing what they preach with regards to wanting to make the firm more diverse.”



Erin Wilkins,
DE&I talent development analyst

Erin administers our DE&I Leadership Development Program along with other members of the DE&I core team. She previously worked in professional development and training at an Am Law 100 firm, supporting the organization of professional development programs for its personnel. A former higher education professional, Erin advised undergraduate students at The George Washington University School of Business while earning her MA in Education and Human Development, and spent three years as a diversity ambassador in the admissions office at Elon University.



"I joined Reed Smith because of its reputation of being forward thinking and innovative. I was impressed with the DE&I team and efforts that were already in place at the firm and was excited about the opportunity to help the team grow. Since joining, I have hit the ground running with exciting development opportunities for our DE&I Leadership Development Program and support for other DE&I efforts firm wide!"



Carolyn Rosenberg and Jason Gordon,
Jewish Inclusion Committee Co-Chairs

Following the rise in antisemitism globally and the impetus of Sandy Thomas' leadership in denouncing antisemitism, and committing our firm to actions in furtherance of this initiative, Carolyn and Jason formed the Jewish Inclusion Committee (JIC). They wanted to provide an opportunity for Jewish colleagues and allies to have a safe place, as with other affinity groups in our firm,

Jason became active in Jewish causes combatting antisemitism at a very young age. He participates in several not-for-profit organizations throughout Chicago, many of which aim to achieve some of the same goals as the JIC.

Serving the Jewish community is in Carolyn's DNA. Her husband was the head of the Jewish Federation of Metropolitan Chicago (JUF) for 40 years and remains executive vice chairman; their son Lonnie is the current head. As a family they volunteer to help those in need, including assisting Holocaust survivors and new immigrants of all faiths in Chicago.

Carolyn is a trustee of the Jewish Women's Foundation, a Lion of Judah for JUF, an active member of her synagogue, and served on the Board of Rochelle Zell Jewish High School from 2016 to 2021. Our firm's Chicago office has also been a proud partner with JUF and the Anti-Defamation League (ADL), supporting anti-hate initiatives.

DE&I committee



John Iino
Global Chair, DE&I
Los Angeles



Liza Craig
Deputy of DE&I – U.S.
Washington, D.C.



Sakil Suleman
Deputy of DE&I – EMEA
London



Geoff Young
Executive Director of
Diversity Recruiting
New York



Jeni Taylor
Director of Human
Resources – EMEA
London



Karen Hoy
Business Development
Senior Manager
Philadelphia



Iveliz Crespo
Global DE&I Advisor and
DE&I Budget Manager
Philadelphia



Dana Alvaré
Global Gender Equity
Advisor
Philadelphia



Jill Banks
Global DE&I Data
Administrator and Brand
Manager
Philadelphia



Kendrea Tannis
DE&I Career/Executive
Coach
Dallas



Erin Wilkins
DE&I Talent Development
Analyst
Washington, D.C.



Dorian Stocking
Regional Human
Resources Coordinator
San Francisco



Erica Baldwin
DE&I Administrative
Assistant
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Rachel Steckel
Senior Human Resources
Manager
Pittsburgh



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Regional Marketing
Manager
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Donna Dawson
Annual Report Editor
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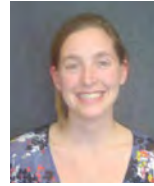
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Jeni Taylor
EMEA – talent and people



Alicia Millar
EMEA – talent and people



Holly Allen
Recruitment – graduate and lateral



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Client Inclusion Leader Program Administrative Team

Diversity Survey Request Team



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Resources Manager



Karen Hoy
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Global DE&I Data
Administrator and
Brand Manager



Iveliz Crespo
Global DE&I Advisor
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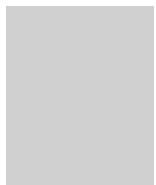
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MacKenzie Beckel
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Wellness Works Liaison
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Caitlin Smith
HR Liaison
Global Solutions -
Pittsburgh



Anne Dittoe
Marketing Liaison
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Business inclusion group leadership



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San Francisco



Thor Maalouf
Deputy Chair
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Olivia Grant
Co-Chair



Tamara Box
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Sakil Suleman
Diversity Partner



Kate Dunn
Marketing Liaison

Jewish Inclusion Committee



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Pittsburgh



Jason Gordon
Partner Co-Chair
Chicago



Carolyn Rosenberg
Partner Co-Chair
Chicago



Leah Brave
Marketing Liaison
Washington, D.C.

Diversity – Everyone is unique and different.

Equity – Everyone is treated fairly, while considering unique and different backgrounds and experiences.

Inclusion – Everyone shares a sense of belonging, feeling respected, valued and supported.

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