

A close-up photograph of a dark brown wood grain, showing natural patterns and knots, occupies the top portion of the image. Below it is a solid black background.

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

Skadden

# When we share our differences we learn more, grow more, go farther and find solutions for client problems that we may not have discovered otherwise.

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

	WOMEN	PEOPLE OF COLOR	LGBTQ+
ALL ATTORNEYS	41%	23%	4%
PARTNERS	23%	9%	3%
COUNSEL/ASSOCIATES	45%	26%	5%
2018 INCOMING ASSOCIATES	50%	37%	8%



**We consistently raise the bar  
on our approach to on-campus  
outreach and recruitment.**

OUR 2018 SUMMER CLASS  
IN OUR U.S. OFFICES INCLUDES:

**46%**  
WOMEN

**49%**  
PEOPLE OF COLOR

## By the Numbers

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

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



**50%**

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

SINCE 2012, WE'VE  
HIRED MORE THAN

**100**  
1L SCHOLARS

FROM OVER

**20**  
LAW SCHOOLS

## During the 2L hiring season each year,

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

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

Skadden is a proud supporter of numerous organizations dedicated to increasing the pipeline of diverse law students, including Sponsors for Educational Opportunity (SEO), Legal Outreach and the Women Lawyers Association of Los Angeles.

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

Our affinity networks play a key role in the firm's ongoing efforts regarding law student recruitment, associate mentoring, peer networking, career development, workplace inclusion, attorney retention and community involvement. Through the networks, our attorneys are encouraged to "carve their paths" — by partnering with us to create programming and opportunities that impact communities and address issues important to the affinity network members. The networks' contributions are an invaluable part of our efforts to broaden and sustain our culture of inclusion and equal opportunity.

## OUR AFFINITY NETWORKS

---

Asian and Middle Eastern

---

Black and African American

---

Hispanic

---

LGBTQ+

---

FAM (Fathers and Mothers)

---

SkadVets (Military Veterans)

---

Women

# Skadden actively seeks new ways to attract a diverse pool of attorneys and support them once they're here.

**THROUGH TRAINING SEMINARS AND HOSTED CONVERSATIONS WITH RENOWNED LEADERS IN LAW, BUSINESS, THE ARTS AND PUBLIC SERVICE, WE EXPLORE THE IMPORTANCE OF DIVERSITY AND INCLUSION AT THE FIRM AND THE VALUES THAT TALENTED INDIVIDUALS OF ALL BACKGROUNDS AND CAPABILITIES ADD TO OUR COMMITMENT TO PROVIDING EXCELLENT CLIENT SERVICE, SUCH AS:**

---

Asian-Pacific Heritage Month event with **Hasan Minhaj** and his sister, Skadden associate Ayesha Minhaj

---

Panel discussion with **Nisha Agarwal**, New York City's Commissioner of Immigrant Affairs and a former Skadden Fellow

---

2018 FACETS Program, "Let them Eat Cake: Religious Liberty, Discrimination and the Masterpiece Cakeshop Case," featuring LGBTQ+ rights advocate **Dr. John Corvino**

---

Client networking event and screening of "**Black Panther**," in honor of Black History Month

---

Conversation with **Soledad O'Brien**, American broadcast journalist and executive producer, on her experiences researching and reporting on diverse communities for the CNN special "Black in America"

---

Conversation with **Sherrilyn Ifill**, president and director-counsel of the NAACP Legal Defense Fund (LDF), on LDF's efforts to improve relationships between communities of color and law enforcement

---

In celebration of Pride Month, discussion with former U.S. Rep. **Barney Frank** of Massachusetts

---

Panel discussion with the **founders and state coordinators of the Women's March on Washington**

---

Reception with actor, dancer, choreographer, director and producer **Debbie Allen**

---

Conversation with **Dr. Michele Borba**, *New York Times* bestselling author, "Teaching Children Empathy"

---

Networking reception and private screening of documentary "**RBG**," in celebration of Women's History Month

---

David Springer Symposium, **featuring panel discussions regarding the legal landscape for the LGBTQ+ community** and the presentation of the first David E. Springer Awards, honoring individuals who have contributed to exceptional progress in the LGBTQ+ legal arena

---

Networking event "Women in Leadership: Achieving More Together," featuring a discussion with **Tiffany Dufu**, former chief leadership officer at Levo

---

Conversation with retired U.S. Navy explosive ordnance disposal officer and U.S. Paralympic athlete **Brad Snyder**, in celebration of Veterans Day

**But don't take  
our word for it...**



**First law firm to  
receive the “Equal  
Justice Award”**

NAACP LEGAL DEFENSE FUND

**Ranked among  
top 25 firms  
for minorities**

VAULT LAW FIRM DIVERSITY  
RANKINGS 2019

**Highest number of African American  
and Hispanic attorneys and second-highest  
number of Asian American attorneys**

THE AMERICAN LAWYER'S “DIVERSITY SCORECARD” 2018

**Eighth consecutive  
year, “Gold Standard  
Certification”**

WOMEN IN LAW EMPOWERMENT FORUM 2018

**Ninth time in  
10 years, one of the  
“Best Places to Work  
for LGBT Equality”**

HUMAN RIGHTS CAMPAIGN FOUNDATION 2018

**Executive Partner  
Eric Friedman honored  
with “Diversity &  
Inclusion Champion  
Award” — only  
managing partner  
ever to win the award**

NEW YORK CITY BAR ASSOCIATION



# Contact information

## **MELIQUE JONES**

Director, Talent Pipeline & Inclusion  
melique.jones@skadden.com

## **DEVIN GLENN**

Diversity & Inclusion Global Manager  
devin.glenn@skadden.com

---

## **GLOBAL DIVERSITY COMMITTEE CO-CHAIRS**

## **BRIAN V. BREHENY**

Partner / Washington, D.C.  
brian.breheny@skadden.com

## **STEPHEN C. ROBINSON**

Partner / New York  
stephen.robinson@skadden.com

## **SALLY A. THURSTON**

Partner / New York  
sally.thurston@skadden.com



**SKADDEN, ARPS, SLATE, MEAGHER & FLOM LLP**