At Skadden, we’ve always embraced the idea that equity, inclusion and a wide spectrum of diversity only make us better.
Our diversity, equity and inclusion strategy prioritizes both career development within our attorney talent pipeline and fostering a sense of belonging.

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

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<tr>
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<th>WOMEN</th>
<th>PEOPLE OF COLOR</th>
<th>LGBTQ+</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALL ATTORNEYS</td>
<td>40%</td>
<td>29%</td>
<td>5%</td>
</tr>
<tr>
<td>2023 INCOMING ASSOCIATES</td>
<td>52%</td>
<td>44%</td>
<td>7%</td>
</tr>
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*Data based on U.S. offices as of April 2023*
We are committed to increasing representation across identities including gender, race/ethnicity, sexual orientation, disability and veteran status at all levels.

RECENT DEVELOPMENTS INCLUDE:

- Applying an equity lens to enhance firm processes with respect to work allocation, feedback, mentorship and more.
- Augmenting well-being support to integrate professional development with well-being principles.
- Expanded non-chargeable productive hours to recognize DEI and recruiting activities, and the consideration of DEI contributions in annual performance evaluations.

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

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

- Spearheaded launch of the Law Firm Antiracism Alliance in July 2020; there are now over 300 ally organizations.
- Curated anthology of content on understanding and disrupting racism, specifically anti-Black and anti-Asian racism.
- Introduced series of programs and self-education resources on antiracism, allyship, tools for race-based challenges and leading inclusive teams.
Our 2022 summer class in our U.S. offices included 50 percent women and 52 percent people of color.

We were 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.

Nearly 50 percent of the Skadden 1L Scholars Program alumni have joined the firm as full-time associates.

Since 2012, we’ve hired more than 320 1L Scholars from over 30 law schools.

During the 2L hiring season each year, we conduct on-campus interviews or resume collections at approximately 40 U.S. law schools or diversity job fairs.

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

Skadden proudly supports numerous organizations dedicated to supporting the pipeline of diverse students, including Sponsors for Educational Opportunity, Legal Outreach, The Posse Foundation in Washington, D.C., The Boston Lawyers Group and the Constitutional Rights Foundation’s Expanding Horizons Internships in Los Angeles.
Firm-sponsored affinity networks facilitate relationship-building among attorneys and inform and enrich the broader Skadden community.

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

**OUR AFFINITY NETWORKS**

<table>
<thead>
<tr>
<th>Asian Pacific Islander (API)</th>
<th>LGBTQ+</th>
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<tbody>
<tr>
<td>Black Lawyers for Diversity (BLD)</td>
<td>Middle Eastern and North African (MENA)</td>
</tr>
<tr>
<td>FAM (Parents)</td>
<td>South Asian</td>
</tr>
<tr>
<td>First Gen</td>
<td>SkadVets (Military Veteran)</td>
</tr>
<tr>
<td>Latinx</td>
<td>Women’s Initiative Network (WIN)</td>
</tr>
</tbody>
</table>
Our learning platform and speaker series enable us to explore key issues and topics relating to diversity, equity and inclusion.

**LEARNING PLATFORM / LEARN. ADVOCATE. LEAD.**

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

- Our **Antiracism Toolkit** fosters opportunities to educate and advocate, not just within Skadden but in the communities where we live and work. The toolkit consists of thought leadership, communication tools, small group discussion guidance and calls to action.

- Our **eLearning library** features full-length courses, short videos and written resources on topics such as unconscious bias, allyship and inclusive leadership, available to all employees year-round through our partnership with Paradigm Reach.

- The firm also hosts **annual DEI programming** for summer associates, incoming associates, affinity networks, and counsel and partners that touches on leading inclusive teams, developing cross-cultural awareness and fostering belonging and allyship.

**SPEAKER SERIES / PERSPECTIVES ON RACIAL EQUITY**

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

- **Avery Belyeu** — transgender rights activist and educator
- **Jelani Cobb** — historian, author and dean of the Columbia University School of Journalism
- **Simu Liu** — actor and author of *We Were Dreamers: An Immigrant Superhero Origin Story*
- **John Quiñones** — ABC news veteran journalist and broadcaster
- **Rebekah Taussig** — disability inclusion advocate, educator and author

**SPEAKER SERIES / VOICES@SKADDEN**

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

- **Asian Pacific Islander Voices**
- **Black Identity and Lawyering**
- **Palestinian Lawyers**
- **Jewish Identity**
- **Voices in Afghanistan**
- **Immigrants**
- **Parents**
- **Multicultural and Multiracial**
We are committed to supporting the well-being of our people.

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

**OUR POLICIES AND PROGRAMS INCLUDE:**

**Parental Leave**
We offer generous leave policies for new parents across our offices. For example, our policy in the U.S. provides parents welcoming a child through birth, adoption or foster care placement with up to 12 weeks of paid leave, regardless of caregiver status. With the addition of disability benefits, birth mothers may take a leave up to 22 weeks total.

**Mental Health & Well-Being Platform**
Attorneys and eligible dependents globally have confidential access to Lyra, a mental health and well-being platform with intelligent matching technology and concierge support. The platform quickly connects members to a diverse and exclusive network of evidence-based providers, culturally responsive care programs and digital wellness tools.

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

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

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

**Enhanced Family Forming Benefits**
To recognize the different ways families can take shape, the firm offers inclusive fertility benefits, as well as preservation services for non-medical reasons, such as elective egg freezing, and a variety of resources for those pursuing adoption and surrogacy, including reimbursement of eligible expenses.

**Fitness and Health Clubs**
The firm supplements gym membership with a variety of fitness centers to offer attorneys a discounted gym membership rate.
In 2022, received the Women in Law Empowerment Forum’s Gold Standard Certification for the 12th consecutive year, one of six firms to meet the certification since its introduction.

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

The American Lawyer Diversity Scorecard

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

Skadden was named one of Seramount’s 50 Best Law Firms for Women in 2023 – the third year in a row – in a survey recognizing firms that utilize best practices to recruit, retain, promote and develop women lawyers and encourage women to rise to the top.

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

Earned Mansfield Rule Certification Plus for two consecutive years.

This recognition means the firm has successfully considered and reached at least 30% percent people of color, women, LGBTQ+ attorneys or attorneys with disabilities for promotions, lateral hiring, certain committee appointments and participation in formal business pitches.
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