

A close-up photograph of a dark brown wood grain, showing vertical lines and knots, which serves as the background for the top portion of the page.

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

Skadden

Our diversity, equity and inclusion strategy prioritizes both professional development and fostering a sense of belonging.

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



OUR 2023 SUMMER CLASS
IN OUR U.S. OFFICES INCLUDED:

59%
WOMEN

53%
PEOPLE OF COLOR

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

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

**By the
Numbers**



**More
than 50%**

of the Skadden 1L Scholars Program alumni have accepted offers to join 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 job fairs.

The firm also is dedicated to supporting students entering law school and proudly partners with numerous organizations dedicated to supporting 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.

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 **DEI 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 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 INCLUSION

This speaker series focuses on the human experience through the lens of 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**

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

Our 10 affinity networks, open to all attorneys who are interested in participating, play a key role in the firm's ongoing efforts regarding mentoring, peer networking, professional development, workplace inclusion, 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 Pacific Islander (API)

Black Lawyers for Diversity (BLD)

FAM (Parents)

First Gen

Latinx

LGBTQ+

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

South Asian

SkadVets (Veterans)

Women's Initiative Network (WIN)

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.

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.

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.

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 support women lawyers

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 at least 30% people of color, women, LGBTQ+ attorneys or attorneys with disabilities for a number of leadership opportunities

Contact information

MARCELYN COX

Director / Diversity, Equity & Inclusion
marcelyn.cox@skadden.com

AVI TAMIR

Associate Director, Women's Initiatives / Diversity, Equity & Inclusion
avital.tamir@skadden.com

NIRVANA DOVE

Assistant Director / Diversity, Equity & Inclusion
nirvana.dove@skadden.com

GLOBAL DIVERSITY COMMITTEE CO-CHAIRS

BRIAN V. BREHENY

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

ALISHA NANDA

Partner / Boston
alisha.nanda@skadden.com

DWIGHT YOO

Partner / New York
dwight.yoo@skadden.com



SKADDEN, ARPS, SLATE, MEAGHER & FLOM LLP