Making a world of difference
Our global approach to diversity and inclusion
Career Panel for Black History Month, London

International Day of Persons with Disabilities, UK

Atlanta Pride

The Times Top 50 Employers for Women Celebrations

Hong Kong LGBT+ Inclusion Awards

US Eversheds Sutherland Scholars

Working Wiser with Global Counsel Leaders Circle, US
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Our vision

A diverse team and an inclusive culture that places respect and support for everyone at its core and empowers all of our people around the world to fulfill their potential.

Diversity is difference; it’s all the things that make each of us who we are. Inclusion is valuing that difference, and helping each one of us to be at our best while at work.

We are committed to developing a culture that embraces everyone and internal systems that align with our vision. Our aim is not just to ensure that there is no disadvantage to anyone, but to ensure that everyone can thrive.

“Diversity and inclusion is a core part of our strategy and how we ensure our purpose and values are brought to life. Building a culture which is inclusive of everyone, where everyone can bring their true selves to work and where everyone can thrive, is crucial to us.

In addition, we are both committed to ensuring our culture encourages professional growth and values differences. We know we still have a lot of work to do and we are excited by the passion and engagement of our people. Together we can drive positive change across the firm and achieve our diversity and inclusion vision.”

Mark Wasserman
Co-CEO

Lee Ranson
Co-CEO
Our commitment

At Eversheds Sutherland, the case for diversity and inclusion (D&I) is clear, it underpins our values and is at the heart of our strategy. We recognize that having diverse talent across our business brings many benefits, and we are committed to accessing a wide range of views and thinking in all that we do.

A culture of inclusion, where each person feels able to be their true self at work and reach their full potential is key. We recognize that bringing together the perspectives of individuals of all backgrounds and life experiences is critical if we are to serve our global client base, people and communities as a leading global law firm.

“I’m committed to working together with our people to advance all areas of our diversity and inclusion strategy to ensure a working environment where everyone feels valued and is able to realize their full potential. It’s important that we continue our work in this area, evaluate our progress carefully and deliver against our objectives. Eversheds Sutherland has an opportunity, as well as a responsibility, to lead change in this area, and I’m delighted to be involved.”

“Building firm culture such that equity and inclusion are valued among our business professionals, associates, and partners alike is absolutely vital to our success. We try to build our DEI strategy with that understanding in mind, while making sure we create and maintain a workplace that (i) fosters an atmosphere of mutual respect, (ii) promotes equitable treatment when it comes to opportunity for our colleagues that inhabit historically underrepresented categories, and (iii) attracts, develops, retains, and promotes outstanding attorneys and other professionals from all backgrounds.”

“Diversity and inclusion is an immensely important topic. I’m excited to be involved in continuing our work in this area and am committed to ensuring that we focus on all areas of our diversity and inclusion policy. The key to our success as a global business lies in ensuring that all of our people feel valued and included, and that they can reach their full potential at Eversheds Sutherland. We’ve made great progress, but we can never stand still, there continues to be so much work to be done. By continuing to stretch ourselves to meet our objectives, we can lead change in this area.”

Diane Gilhooley
Global Practice Head Employment, Labor and Pensions

Darwin Conner
Chief Diversity, Equity & Inclusion Officer

Claire Carroll
Diversity & Inclusion Partner Sponsor
Our purpose

Helping our clients, our people and our communities to thrive.
Our values

Diversity and inclusion includes everyone and all of our people have a role to play in embedding our values, individually and collectively, as we work to deliver on our purpose. Our five shared values sit at the heart of our culture, defining how we behave in everything we do.

**Collaborative**
We leverage our collective talents for the benefit of our clients and each other and we prize teamwork and relationships.

**Inclusive**
We foster a diverse and inclusive culture that places respect and support for everyone at its core and empowers all our people to fulfill their potential.

**Open**
We are approachable and nurture a culture of transparency and openness.

**Creative**
We are innovative and creative problem-solvers, providing an enhanced client and employee experience by not being bound by custom or convention.

**Professional**
We deliver quality and excellence and act with the utmost integrity at all times.
Our strategy

Our strategy is focused on both diversity and inclusion. The pillars that guide our strategic planning focus on local priorities, embracing intersectionality and leveraging difference to ensure that everyone has a platform to thrive.

Leadership and accountability

We are all responsible for understanding and delivering on our commitment to D&I. Our partners and our leaders have an additional responsibility as role models and to ensure that D&I is embedded in everything we do.

We upskill our leaders, so they feel competent and confident to talk about D&I, both internally and externally, and we highlight opportunities to actively support D&I activities.

Our focus on inclusive leadership is supported by our feedback and development culture and our leadership development programs.

Across the firm, we have D&I objectives for many legal and operational areas. In addition, all of our partners are asked to explain the steps they have personally taken to support D&I on an annual basis.

Consistent leadership commitment is key to our D&I success.

Evaluating our progress

We use internal and external data to drive our D&I progress to ensure we become an employer of choice for diverse talent at all levels, respecting any national restrictions on data collection. We see the effective use of data as key to ensuring that our focus is on point, and our activities are having an impact. We believe that reporting on our progress is crucial to delivering our objectives and building trust with our clients, our people and the communities in which we are based.

While everyone is responsible for D&I, we will use internal and external surveys to identify and celebrate where a person or team has had a direct and tangible impact on our progress.

We recognize that what gets measured gets done.

Balancing global and local

Our work crosses innumerable borders, and our client base is comprised of businesses operating in multiple jurisdictions. As a global business, it is important we have a global perspective regarding D&I. We aim to maximize the strengths of being a global firm through collaboration in our D&I activities. At the same time, we must have the awareness and agility to respect the cultural and societal differences at a local level.

We recognize that one size doesn’t fit all.
Recognizing and supporting career development is essential. It is important that all our people, at each stage in their career and across all areas of our business, have access to career development planning that enables them to fulfill their potential. At Eversheds Sutherland, we have development programs tailored to the needs of our people at all stages of their career, including some programs directly related to D&I.

We recognize that the support that may be needed by one person (or group of individuals) may be different to that required by another and that the support required may differ at various stages throughout a career. We do not make assumptions about a person’s career aspirations based on their personal circumstances, nor assume that potential comes in one particular form.

We maintain an open dialogue with all our people.

Recruiting diverse talent

We aim to be an employer of choice for a broad range of candidates, and we want the best possible talent at all levels in our firm. Whether it’s bringing in new people from outside, or promoting from within, we seek to ensure diverse and inclusive recruitment through activities such as showcasing diversity, contextualized recruitment, strength-based interviewing, diverse interview and promotion panels and promoting flexible and agile working practices.

Awareness and career support

It is essential that all of our people at each stage in their career and in all areas of our business have access to career development planning that enables them to fulfill their potential. At Eversheds Sutherland, we have development programs tailored to the needs of our people at all stages of their career, including some programs directly related to D&I.

Clients and collaboration

Our approach to D&I is collaborative. We work with our clients, our communities and across the legal sector, to share best practice and thought leadership, develop joint initiatives and further build relationships, so we are better able to meet current and future needs.

We seek opportunities to work and learn together.
Diversity and inclusion around the globe

Atlanta, New York and Washington, D.C: Eversheds Sutherland hosted the Working Wiser series, featuring practical approaches to speeding progress on D&I in the legal industry.


New York: The New York Eversheds Sutherland Women Attorneys group hosted a round table discussion on the D&I challenges facing businesses and the legal industry.
**UK:** Across the UK, we have set targets for gender and ethnicity. To support our activities, we work with specialist organizations, eg the 30% Club, and are signatories to the Women in Law pledge and the Race at Work Charter. In 2020 we started voluntarily publishing our UK ethnicity pay data alongside our annual gender pay report.

**Paris:** Signatory to the Charte de la Diversité. We support Club XXIème Siècle’s programs, including the mentoring of culturally diverse young women in order to break their double glass ceiling.

**Munich:** Signatory to the Charta der Vielfalt, a corporate initiative to promote diversity in companies and institutions.

**Hong Kong:** The Hong Kong office achieved Silver Standard in the 2021 Hong Kong LGBT+ Inclusion Index, organized by not-for-profit organization Community Business, similar to the Stonewall Employer Index in the UK.

**Abu Dhabi and Dubai:** Eversheds Sutherland volunteers participated in projects such as painting parts of the Modern Alternative Education School, which provides high-quality education to special needs students and passionately believes in the message of inclusion for those with disabilities.
Our progress

We are proud of the progress our people have made towards embedding D&I and good practice across Eversheds Sutherland. Below are some examples of the organizations we are working with, and awards we have received.
What our people are saying

I want to live in a world where all people are accepted without exception.

It really can change lives – it did for me.

We are all human whatever our make-up or background.

It’s important to integrate, and work with people from different backgrounds.

The confidence I needed and pride in who I am, to no longer have any hesitation in being open with colleagues and clients alike.

To me it doesn’t matter what someone looks like, it’s all about being inclusive. As long as the person shows kindness, caring, compassion, then to me it doesn’t matter.

Our contacts

If you would like to learn more about our D&I approach, please contact our global team:

**International**

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