

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

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

Skadden

Our diversity, equity and inclusion strategy **prioritizes both career development** within our attorney talent pipeline and fostering a **sense of inclusion and 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 diversity, equity and inclusion management team, our internal support structures position us to increase our diversity and foster an equitable and 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 woven into the fabric of our firm.

	WOMEN	PEOPLE OF COLOR	LGBTQ+
ALL ATTORNEYS	41%	24%	3%
PARTNERS	28%	11%	3%
COUNSEL/ASSOCIATES	44%	27%	4%
2020 INCOMING ASSOCIATES	46%	35%	7%

*Data based on U.S. offices as of May 2021



We are committed to **increasing attorney representation across gender, racial and ethnic, cultural, and sexual orientation identities 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

Adopted Mansfield Rule, emphasizing metrics-driven approach to sustain DEI progress

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; there are now over 280 ally organizations
- Established internal working group to support advancement of Black talent
- 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 2021 SUMMER CLASS
IN OUR U.S. OFFICES INCLUDED:

50%
WOMEN

58%
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**



Nearly 50%

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

SINCE 2012, WE'VE
HIRED MORE THAN

244
1L SCHOLARS

FROM OVER

21
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 is a proud supporter of 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.

Firm-sponsored affinity networks facilitate relationship-building among attorneys and inform and enrich the broader Skadden community. Our nine 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. This is recognized by providing credit for time spent supporting firm citizenship efforts, such as DEI and recruiting.

OUR AFFINITY NETWORKS

Asian Pacific Islander (API)

Black Lawyers for Diversity (BLD)

FAM (Parents)

Latinx

LGBTQ+

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

South Asian

SkadVets (Military Veteran)

Women's Initiative Network (WIN)

Through training seminars and hosted conversations with renowned leaders in law, business, the arts and public service, we explore the importance of diversity, equity and inclusion at the firm.

RECENT DIVERSITY, EQUITY AND INCLUSION PROGRAMS INCLUDE:

Perspectives on Racial Equity Series featuring candid conversations with thought leaders such as **Melody Hobson**, **Ibram X. Kedin**, **Ret. Lieutenant General Vincent Stewart** and **Russell Jeung** about racial equity, allyship and leading inclusive teams

Conversation with retired **U.S. Army Col. Jack H. Jacobs**, who was awarded the Medal of Honor for actions in Vietnam in honor of Veterans Day

Black History Month discussion with **Wesley Morris**, Pulitzer Prize winner, *The New York Times*' critic-at-large and staff writer at *The New York Times Magazine*, about equity vs. equality in storytelling and black culture in entertainment and media

Hispanic Heritage Month discussion with author, actress, producer and George Foster Peabody award recipient **Esmeralda Santiago** about her life, career, memoirs and novels, *When I was Puerto Rican*, *Almost a Woman* and *Conquistadora*

Conversation with Asian Boss Girl podcast hosts, **Melody Cheng**, **Janet Wang** and **Helen Wu** who offered inspiration, ideas and their trademark wit on topics ranging from career reinvention and professional risk-taking to racism and allyship

Conversation with **Fatima Goss Graves**, president and CEO of the National Women's Law Center and co-founder of the TIME'S UP Legal Defense Fund, on issues central to women's lives

Asian Pacific Heritage Month event with **Hasan Minhaj**, host of *Patriot Act* and former correspondent on *The Daily Show*

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

Black History Month discussion with Emmy-nominated writer, activist and comedian **Baratunde Thurston** shared how to deconstruct racism through the use of storytelling

Pride Month conversation about marriage equality with activist **Jim Obergefell**, lead plaintiff in the landmark civil rights case *Obergefell v. Hodges*

In celebration of Women's History Month, discussion with **Irin Carmon**, journalist, commentator and *New York Times* best-selling co-author of *Notorious RBG: The Life and Times of Ruth Bader Ginsburg*

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

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

Conversation on living an untamed life with **Glennon Doyle**, author of *The New York Times* bestselling memoir *Untamed*

We are committed to supporting the well-being of all attorneys.

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 the long-term mental health of our attorneys and 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 up to 12 weeks of paid leave for parents welcoming a child through birth, adoption or foster care placement. In addition, birth mothers continue to be eligible for six to eight weeks of disability.

Remote Work Guidelines

Our attorney remote work guidelines (effective September 2021) consist of an in-office experience of at least three days per work week, providing significant opportunities for in-person training, mentoring and collaboration while affording attorneys the flexibility to work remotely two days a week.

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 who decide to leave the firm may do so 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.

Caregiver Support

In addition to the existing benefits, time off and reduced work schedule offerings available to all of our attorneys, we have specific offerings related to child care, education and work schedules to support the specific needs of caregivers.

Firm-Provided Technology

The firm provides technology tools for ease of access to Skadden systems when working remotely.

Fitness and Health Clubs

The firm supplements gym membership with a variety of fitness centers to offer attorneys a discounted gym membership rate.

LifeWorks

The firm's 24-hour, free and confidential resource/referral program provides contacts, information and practical solutions for a multitude of personal issues, from coping with a family problem to finding a pet sitter.



**2020 Law Firm
Diversity Award from
Asian American Bar
Association of New York**

**2019 Top Performer
and a 2019 Compass
Award winner**

Leadership Council on Legal Diversity (LCLD)

**Named one of the Best Places to Work for
LGBT Equality by the Human Rights Campaign
Foundation and received a 100% on the 2020
Corporate Equality Index for the 12th year**

**Named to Seramount's 2021
Best Law Firms for Women list
for our ongoing commitment
to women's advancement,
parental leave, flexibility, and
family support**

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

**Recognized by
The Americas Women
in Business Law awards
for advancing diversity
in the profession**

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

The American Lawyer Diversity Scorecard

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