



ReedSmith

Driving progress  
through partnership

Responsible Business  
EMEA 2021

Our values are at the very core  
of our firm's Responsible  
Business programme.



integrity



excellence



teamwork &  
respect



innovation



impact





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“2021 was another challenging year, as the pandemic continued to affect the world. But as we reflect, we recognise how we pulled together and lived the firm’s core values. Our lawyers have responded to our pro bono programme more than ever. It was a record year. We have striven towards achieving access to justice, protection of our environment, and equity for all.

I hope you will enjoy reading some of the details of what we did throughout the year. This report helps us to see and to share with you who we are and who we want to be.”



**Michael Skrein**  
Responsible Business Partner EMEA

# Pro bono



Our 2021 highlights demonstrate how our lawyers step up to respond in a crisis, from representing individual clients housed inappropriately in Napier Barracks to launching strategic litigation against hostile environment policies. I am proud to work with dedicated lawyers and amazing partner NGOs.”



**Becca Naylor**  
Head of Pro Bono EMEA

We provided over **35,500** hours of pro bono support to charities, not-for-profits, and low-income individuals, representing a **23 per cent increase** of our pro bono hours across the EMEA region.

## 2021 highlights

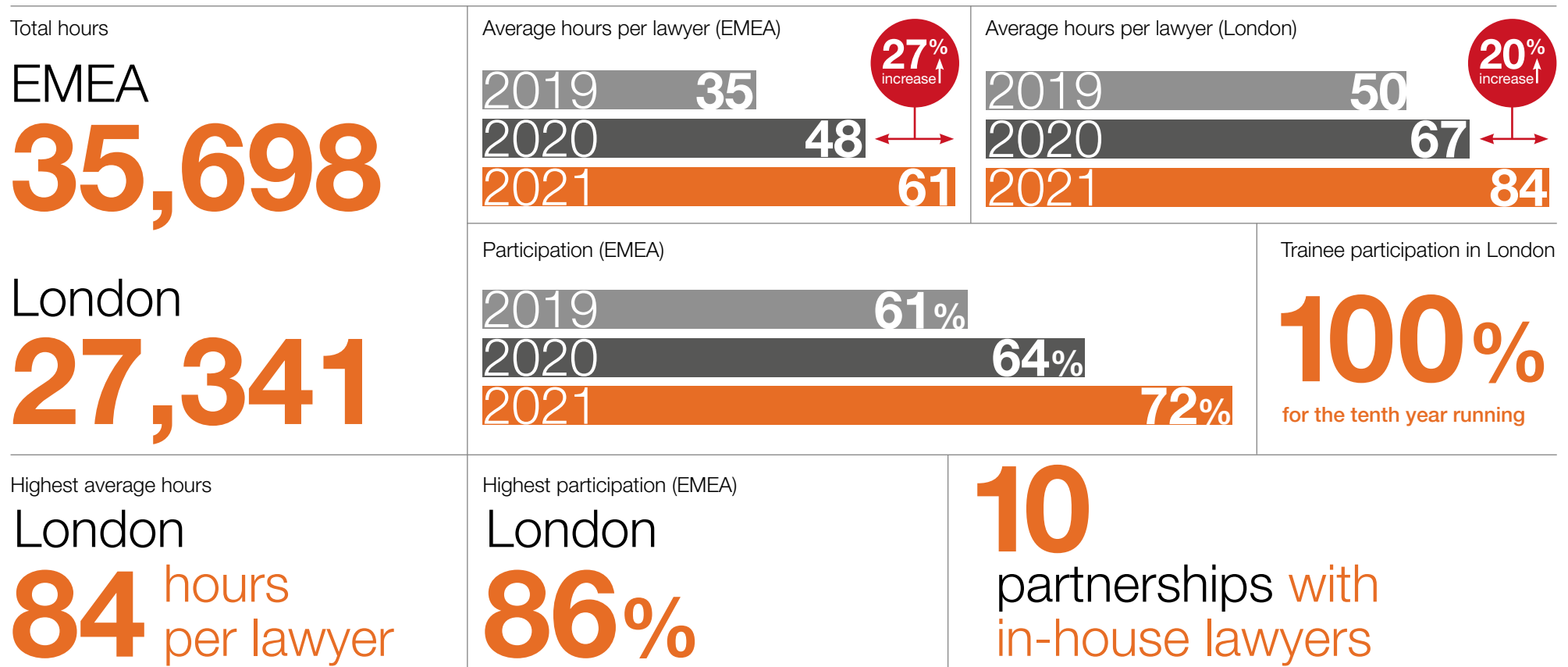
- We established our **Napier Barracks Refugee Project** to assist asylum seekers in relocating from inappropriate accommodation in Napier Barracks. This was in partnership with Humans for Rights Network, Care4Calais and DPG Law. This project created a unique opportunity for one of our London associates to be seconded to our pro bono team to lead this project on a full-time basis for three months.
- In response to the situation in Afghanistan, we set up our **Afghanistan Working Group**, consisting of 50 lawyers across EMEA who are scoping and setting up long-term, coordinated responses to support Afghan individuals. We also partnered with Safe Passage and Ashurst to deliver an urgent/emergency response, providing vital legal information to individuals in Afghanistan, or with family in Afghanistan, on evacuation and resettlement options.
- We are representing **Channel Rescue** in a legal challenge to the UK Home Secretary's policy to push back refugee and other migrant boats at sea in the English Channel.
- We provided social impact finance work to innovative social enterprises and charities, via the **Social Finance Hot Desk**, a collaboration led by **Prime Advocates** in partnership with other City law firms.
- Our 45-strong team of lawyers in our **Racial Justice Working Group** continued to explore areas of pro bono need in 2021. We introduced nine new pro bono clients in this area and assisted with 13 matters.
- Our Hong Kong office advised domestic workers in their respective employment disputes and Labour Tribunal proceedings against their former employers.
- Our Shanghai and Beijing offices worked with **ForNGO**, helping to conduct research into building an online platform for retrieving copies of China's public interest laws.
- Through our **Lamp Lifeboat Ladder** project, a first-of-its-kind partnership that relies entirely on private-sector funding sources to fulfil its mission, our teams across the globe helped to resettle refugees and provided them with the social infrastructure they need to rebuild their lives.



# Pro bono

## Key stats

2021 was our best year on record across EMEA for pro bono participation and average hours:





## Awards and accolades

- Our Statelessness Project, in partnership with Asylum Aid and other City law firms, won the **Excellence in Pro Bono Award** at the Law Society Awards 2021 and was Highly Commended at the LawWorks Pro Bono Awards 2021.
- Our partnership with Maternity Action and other City law firms won the **Best New Pro Bono Activity Award** at the LawWorks Pro Bono Awards 2021.
- Our firm was ranked fifth among **The Best Law Firms for UK Pro Bono** by Law.com International.



## Access to justice

- We help children and their families regularise their immigration status in partnership with **Kids in Need of Defense UK**. We assisted **22** clients in 2021.
- Our partnership with the **National Centre for Domestic Violence** (NCDV) has helped individuals obtain emergency injunctions against their abusers. We provided advice to 32 clients in 2021.
- We provide community mediation services to residents of Tower Hamlets in London, through the **Tower Hamlets Mediation Project**.
- We help individuals appeal against the denial of their disability benefits to the First-tier Tribunal, through our **Disability Benefits Advocacy Project**, in partnership with **University House (Legal Advice Centre)**.
- We work with **The AIRE Centre** to promote awareness of European law rights and assist people in vulnerable circumstances to assert those rights by providing written letters of advice.
- We support **Working Families**, providing employment advice to working parents and caregivers, most of whom are on a low income. In 2021, we set up a similar partnership with **Maternity Action** to tackle pregnancy and maternity discrimination.



*Every year NCDV help thousands of survivors to obtain court ordered protection, providing guidance and expertise to those who would otherwise be denied this due to being ineligible for public funding under the legal aid scheme. Reed Smith provide an invaluable service by helping a number of our clients on a pro bono basis. This has been extremely helpful due to the saddening reality that the COVID-19 pandemic has caused a notable increase in the number of people confronted with abuse. We look forward to continuing this partnership in the months and years to come."*

**Peter Beaumont**, National Centre for Domestic Violence

**18** ongoing access to justice projects.

**5** new access to justice projects established in 2021.

We devoted over **9,500** hours helping individuals in 2021 through our long-term projects.







## Advice for charities and not-for-profits

- We provide **free commercial legal advice** to charities and not-for-profits, allowing them to spend more of their limited resources on their key charitable purposes.
- We act as **honorary counsel** to 10 not-for-profits through **LawWorks**, which connects volunteer lawyers with people in need of advice and the not-for-profit organisations that support them. This allows them to spend more time, effort and money on their charitable purposes and services to their beneficiaries.
- We support not-for-profit organisations to register as charities with the Charity Commission through the **Charity Registrations Project**, in partnership with **LawWorks**, charity specialist law firm **Bates Wells** and another City law firm.



*Reed Smith has continued to be an active LawWorks member throughout 2021. The firm has been involved across the Not-for-Profits Programme, including providing discrete pro bono advice on a range of legal issues, ongoing pro bono advice to charities via the Honorary Counsel service, and being a key stakeholder in our Charity Registration pilot. LawWorks is immensely proud of our collaborations with Reed Smith and grateful for their continued support."*

**Debjani Biswas-Hawkes**, Head of Not-for-Profits Programme and Secondary Specialisation, LawWorks

We work with around **300** charities and not-for-profits every year.

We dedicated over **15,000** hours to advising charities and not-for-profits in 2021.

In 2021, **all of our practice and industry groups** got involved in our legal work for charities and not-for-profits.



## International human rights

- In 2021, we supported **Amicus** on three new cases representing individuals facing the death penalty in the U.S.
- We work with **Lawyers Without Borders** to support projects focused on combatting human rights. Our EMEA offices worked together to produce trainer manuals which will provide trainers in Thailand and Bolivia (prosecutors, judges, police officers, labour inspectors and lawyers) with a detailed overview of the state of child labour, forced labour, and human trafficking, enabling them to carry out training programmes for NGOs working on the ground.
- Through our **Environmental Working Group**, we establish new pro bono partnerships to help resolve environmental issues and challenges. We set up four new partnerships in 2021. 18 lawyers participated in **The Chancery Lane Project**, creating a precedent bank of draft climate-aligned clauses on climate-related risk and impact. These clauses can be used by organisations to align their contract drafting with net zero.
- We work closely with **Reprise** on its work to end the death penalty and extreme human rights abuses. We assisted Reprise with its legal and advocacy strategy and advice on Freedom of Information requests. We filed an amicus curiae brief in Florida for the UK Foreign, Commonwealth and Development Office.



*Throughout 2021, Reed Smith played a fundamental role in the mitigation investigation on a capital punishment and a juvenile lifer case. They also continued their commitment to Amicus' Florida Project by monitoring over 30 first-degree murder cases and providing monthly progress updates. The impact of this work cannot be underestimated and is a key resource in upholding principles of international justice and human rights for individuals who are often forgotten. We are grateful for Reed Smith's continued commitment and for their ongoing support of Amicus and our values."*

**Diana Rescaldani**, Amicus

In 2021, our offices worked over **5,000** hours collaboratively on human rights projects.

We also provided over **4,700** pro bono hours of human rights-related legal research for **19** charities and not-for-profits.





## Our pro bono partnerships

We thank all of our amazing pro bono partners – we would not be able to do the work we do without their valuable supervision and guidance. We are proud to support all of our partner organisations in their important work, including:





## Theirworld

Through our ongoing partnership with Theirworld and the Global Business Coalition for Education, tens of thousands of children in the UK and globally have the best start in life, a safe place to learn and skills for the future.

### Pro bono support

Throughout 2021, Theirworld and the **Global Business Coalition for Education** received pro bono support from many of our teams on media, film and intellectual property matters as well as various other matters, including assistance with the charity website and GDPR compliance.

We have hosted the annual Theirworld Quiz for almost as long as we have partnered with Theirworld. In 2021, we hosted a successful virtual event hosted by internationally award-winning comedian Stuart Goldsmith. Over 250 clients and firm personnel took part, raising over £25,000.

### International Women's Day

We invited one of Theirworld's project managers to speak at our International Women's Day Forum about the impact of COVID-19 on girls' education and the many ways the charity is helping girls to remain in school, including working with partners in Uganda and Tanzania during the pandemic to distribute learning materials to girls who were unable to participate in online lessons.

Read more about

**Theirworld**  
Unlocking big change for **20** years







# Community volunteering



During 2021, we were thrilled to have volunteers from our firm and clients supporting the various virtual and in-person outreach project opportunities with our longstanding partnership charities, Create and Providence Row. This ensured constant support for vulnerable community areas, which is key to being a responsible business.”



**Carole Mehigan**  
Responsible Business Manager EMEA



## Create

Our volunteers took part in 11 virtual workshop sessions for Create's Discovery project, where they worked with Mind centre attendees in Tower Hamlets, Newham and Camden on creative activities, with a focus on radio drama and visual art.

Our volunteers participated in 10 virtual and in-person workshop sessions with adult carers who attend the carers centre in Tower Hamlets for Create's Release project. Creative writing sessions were held virtually, while the ceramic sessions were at the centre.



*I really enjoyed taking part in yesterday's session. I was very impressed with how well the group worked together. I wasn't sure what to expect, but actually it was incredibly easy and fun to participate. I thought the activities were cleverly done and I may borrow some of them for our internship ice breaker sessions."*

Client (BNY Mellon) volunteer feedback



*Thank you very much for organising the session. As always it was very interesting and rewarding. I particularly enjoyed how quickly everyone got into the session and actively tried to make it enjoyable and inclusive for others."*

Volunteer feedback



**CREATE**  
ARTS ORGANISATION

## Providence Row

Our volunteers participated in two employability workshop sessions supporting peer mentors with CV reviewing/writing and mock interview advice.

Our volunteers helped prepare, make and serve food to people living on the streets who attend the Providence Row centre for a hot meal and the use of facilities.



*It was lovely to have you volunteer with us today. Thank you so much for your help in the kitchen. We would happily have you back to support anytime!"*

Charity feedback



*I really enjoyed the cooking and your chef was brilliant. It was fascinating to see how inventive he gets when operating his near-zero waste policy in the kitchen. I'd be really keen to come back and will be sure to let other trainees at the firm know how much fun it was."*

Volunteer feedback



**PROVIDENCE ROW**  
HELPING HOMELESS AND VULNERABLE PEOPLE SINCE 1860

# Community volunteering

## Fundraising activities

Our volunteers took part in various fundraising activities to raise much needed funds and awareness for the charities that we support:

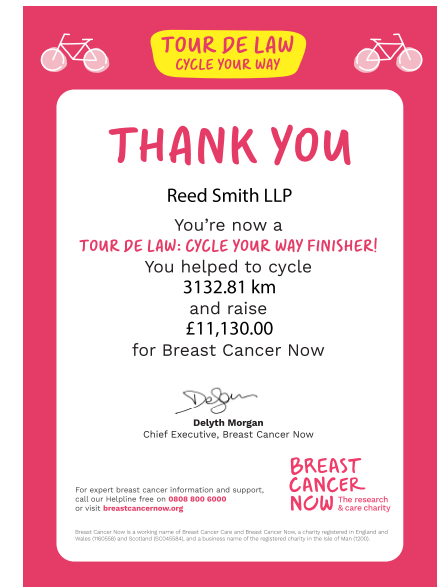
- **The London Legal walk** – our volunteers joined over 8,500 walkers around London landmarks in the annual fundraiser that supports legal aid centres in London.
- **The Prince's Trust Palace to Palace cycle challenge** – this annual ultra challenge of a 90 mile cycle ride from Buckingham Palace to Windsor Castle and back was exceeded as our volunteer set his own challenge and cycled over 1,750 miles to raise funds and awareness for the charity.
- **The Tour de Law cycle challenge** – our volunteers took part in the virtual challenge from London to Paris and back (1,000 km), in support of Breast Cancer Now. Each volunteer tracked their miles on an app. Collectively the teams cycled over 3,130 km. We also hosted a bake sale and a 'wear it pink day' bucket collection in the London office, raising a total of £11,130 for the charity.



Our London Legal Walk volunteers



Our Prince's Trust Palace to Palace cycle challenge volunteer



*I participate in the volunteering opportunities to help young people consider careers in areas which, due to their background, they may not initially believe are options for them. I've been working with an A-level student over a number of weeks helping them to develop skills that can translate into the business world. I have found the mentoring scheme particularly fulfilling, especially seeing the students' confidence grow over the course of our sessions."*

**Chris Parrott**, Associate

## Paris

Our Paris team continue their partnership and support of the following organisations:

**Enfance et Partage** – defends children’s rights to protect them against all forms of child abuse.

**InitiaDROIT** – presents legal concepts to young students in primary and secondary schools.

**Viens Voir Mon Taf** – is a commitment towards helping young pupils from disadvantaged communities attain a one-week internship at a local business.

**Tournesol** – helps young people (from the age of 16) with cognitive or mental disorders to find ordinary employment within the Tournesol Parcours Prostructure.

**Emmaus** – sells clothes, toys and crockery to raise funds for the homeless.

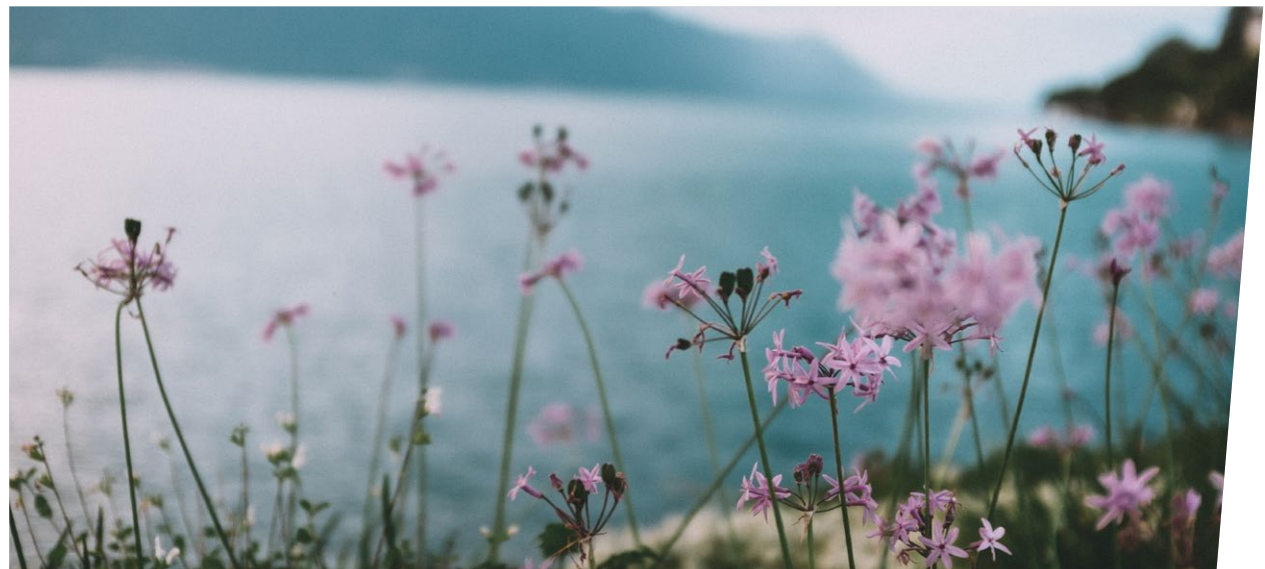
**Bouchons d’Amour** – collects and recycles bottle caps. The proceeds from the sale of the plastic are donated to disability charities.

In June 2021, our Paris team took part in an inter-firm race challenge for **Action Against Hunger**, which works to save the lives of malnourished children, ensuring access to clean water, food, training and health care. Participants took part in walking, running or riding challenges over four weeks.

In September 2021, women members of our Paris team took part in the annual all-women **La Parisienne race**, joining thousands of other women to help support the fight against breast cancer.

## Frankfurt

Our Frankfurt office continues its long-standing support for Bürger ohne Wohnung, a charity that helps the homeless and poor.





# Community volunteering

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## UAE

Our team of 10 enthusiastic volunteers participated in a clean-up activity on a public beach in Dubai. They collected four large sacks of rubbish (bottles, nets, packaging, etc.) and nine jars of small debris, mainly cigarette butts. The rubbish was collected, sorted and, where possible, recycled. The event took place in partnership with **Azraq**, a not-for-profit marine conservation organisation registered with the Dubai Community Development Authority, which is on a mission to safeguard and protect the oceanic ecosystem.



## UAE AI Maha All-Emirati Female Rugby

The Dubai office is proud to continue its partnership with the AI Maha All-Emirati Female Rugby team. During the year, our lawyers joined the players for an introductory session to get to know them and hear some of their inspiring stories. This session will form part of a leadership programme that we have designed for the team, aiming to support and aid them in achieving personal or professional goals.

These young women are trailblazers not only in sport and but also within their communities. When office managing partner Sachin Kerur asked whether they faced hurdles before joining the team, it was noted by many that their parents were not entirely keen on watching their daughters play such a challenging sport. However, the determination of these young women meant that they did not take no for an answer.

## Asia

We held a sharing session with **Mother's Choice**, a charity that helps children without families and pregnant teenagers in Hong Kong, on teenage pregnancy, social awareness of family issues, and single parenting.

Our Hong Kong office promoted and supported the Helping Hand Cookie Campaign 2021. **Helping Hand** is a not-for-profit organisation in Hong Kong which provides care and support and/or accommodation to the elderly.

Our team participated in the Get Moving Challenge 2021, a fundraising event to support **Lifewire HK**, a charity in Hong Kong that supports patients with rare medical conditions and their families.

In 2021, we raised over HK\$25,000 for the **Hong Kong Cancer Fund's Pink Revolution**.

Our Hong Kong office participated in the Corporate Wellness Challenge: 8-Hour Charity Spin organised by Swire Properties for the tenants of Taikoo Place, where our Hong Kong office is located. Our spinners covered over 191 km in eight hours and raised HK\$48,480 for mental health charity **Mind HK**.

Our Hong Kong team of runners participated in **Lifewire's** annual run, raising over HK\$12,000 to help children with rare medical conditions in Hong Kong.



■ Lifewire annual run



■ 8-Hour Charity Spin fundraiser for MIND HK



■ Pink Breakfast fundraiser for the Hong Kong Cancer Fund



■ Lifewire sharing session

# Diversity, equity & inclusion

“ This last year has been another busy year for our DE&I programme. Given the new challenges we are adapting to, having an active DE&I programme with strong momentum has become even more important to ensure our people have the support they need and to also ensure that our recruitment efforts continue to focus on a broad talent pool. We may be moving into a new, hybrid environment, but our objectives do not change as we strive to foster an inclusive, meritocracy based culture of mutual respect whereby diversity is embraced and all individuals feel included and believe they can achieve their true potential.”



**Sakil Suleman**  
Deputy Chair of Diversity, Equity & Inclusion EMEA



## Our DE&I goals

Our willingness to be transparent, to constantly evaluate the performance and effectiveness of our DE&I programme, to work together on new approaches to DE&I and to deliver a best-in-class working environment for our people, shows our values are at the very core of our DE&I goals:

### **Integrity – Excellence – Teamwork and respect – Innovation – Impact**

Our innovative DE&I programme, which spans more than 20 years, reflects our ongoing commitment to creating a more diverse, equitable, and inclusive profession.

## Our DE&I strategy

In 2021, our Senior Management Team and Executive Committee announced our strategic plan for 2024 targets – DE&I is firmly embedded throughout.

We developed a more robust approach to tracking our performance in every aspect of DE&I. We call it **360DEI**. Most notably, the plan calls for our firm to be a standard bearer for DE&I in the legal industry; to lead by example, sharing as much as possible of our **360DEI** approach to setting and evaluating strategy and leading change.

We are focused on creating a dynamic culture of diversity, equity and inclusion that goes beyond our demographic to shape people's experience; the experience of being seen, heard and valued, of feeling a sense of belonging, and of being treated fairly.





## Racial Equity Action Plan

Our 31-person strong **Racial Equity Task Force**, formed in August 2020, is chaired by our global managing partner, and is charged with marshalling our firm's resources to action our Racial Equity Action Plan (REAP). In 2021, we formed our **REAP Professional Staff Subcommittee** to include all our personnel in our efforts. It consists of seven representative leaders to guide the pursuit of REAP personnel goals.

**To meet our REAP's three priorities – internal well-being and learning, pro bono and community engagement, and client engagement and collaboration – our firm has committed to:**

- Increase the number of our Black lawyers by 50 per cent by 2024.
- Improve Black personnel attrition rates to be consistent with the firmwide attrition rate by 2024.
- Increase the percentage of our Black leadership by 30 per cent by 2024.
- Expand engagement with clients to uncover opportunities for Black lawyer development.

View our [REAP video series](#)



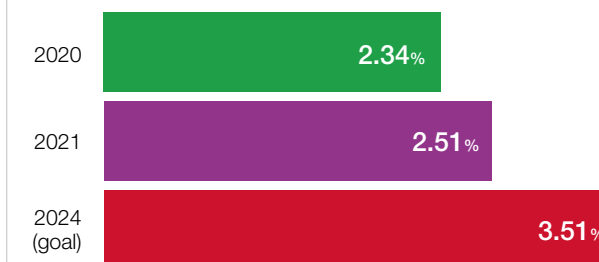
## REAP progress - Internal well-being and learning

**REAP goal – leadership** (30 percent increase in Black leadership by 2024)

% of Black leadership



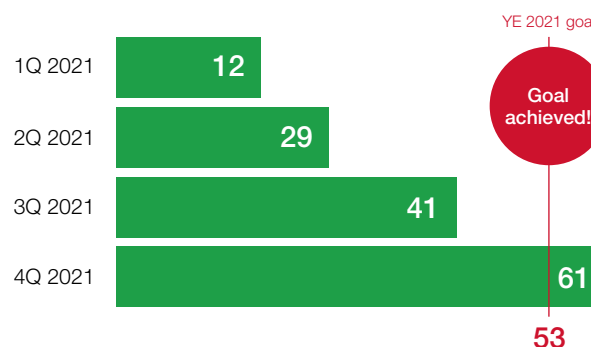
% of Black lawyers (UK)



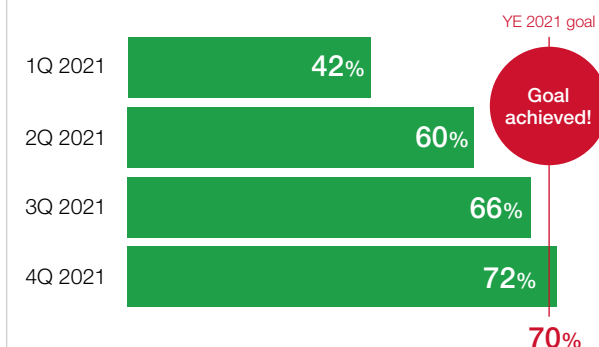
## REAP progress - pro bono and community engagement

**REAP goal – participation** (10 per cent increase in pro bono participation by YE 2021)

Average pro bono hours per lawyer (EMEA)



Average pro bono participation rate (EMEA)





## REAP progress – client engagement and collaboration

**REAP goal – strategic business partnerships** (Increase diversity efforts with clients through strategic business partnerships)

To increase diversity efforts with clients and strengthen our relationships with them, we created collaborative new programmes including our **Client Inclusion Leader programme**, our priority client programme, **ClientsFirst**, and our **DE&I Business Leadership Council**, which acts as a forum for DE&I leaders.

Continually raising the bar in the legal industry for DE&I through innovative thought leadership, evolving best practices, and client services and partnerships requires bold, innovative and decisive action. To aid us in this goal, we launched a number of new programmes in 2021.

Our **DE&I Leadership Development Programme** represents a significant step towards providing our personnel with opportunities to increase their exposure, experience, expertise and access to financial grants for training, development skills and coaching programmes.

Our **DE&I Business Leadership Council** provides a forum for leaders with DE&I responsibilities to share best practices that could become industry standard. The council is a small community of up to 10 organisational leaders who drive DE&I change in their own organisations and among the vendors and partners with whom they work.

The **Family Network** is our global programme designed to provide support and resources to help our personnel balance work and personal responsibilities. The programme has introduced expanded benefits such as peer-to-peer networking, group coaching and additional care based on areas where diversity and family intersect, and collaborates with all of our business inclusion groups (BIGs) to offer support to diverse personnel on issues that are important to them.





## DE&I reciprocal mentoring programmes

During 2021, we continued to run our successful diverse mentoring programmes for all personnel. The mentor/mentee pairings increased from 25 in 2018 to 42 in 2021.

### Our mentoring programmes are designed:

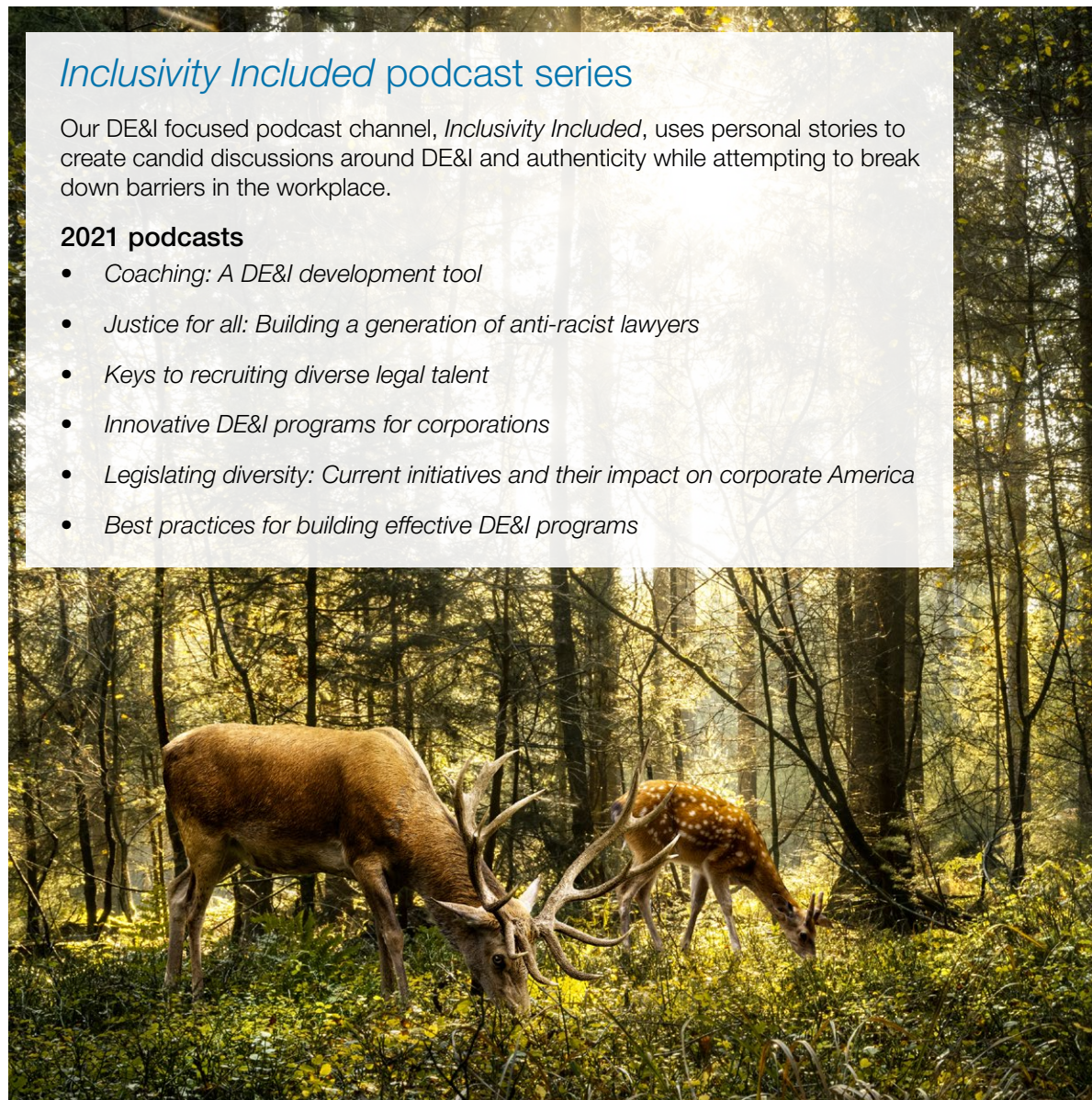
- To educate our mentees about the experiences and perspectives of diverse lawyers and professional staff.
- To educate mentors about the perspectives and expectations of senior lawyers, firm leaders and firm chiefs.
- To build inter-generational and cross-cultural relationships between the mentors and mentees, thereby enhancing understanding and engagement between generations, cultures, offices and departments and helping diverse associates and professional staff advance in their careers.

## *Inclusivity Included* podcast series

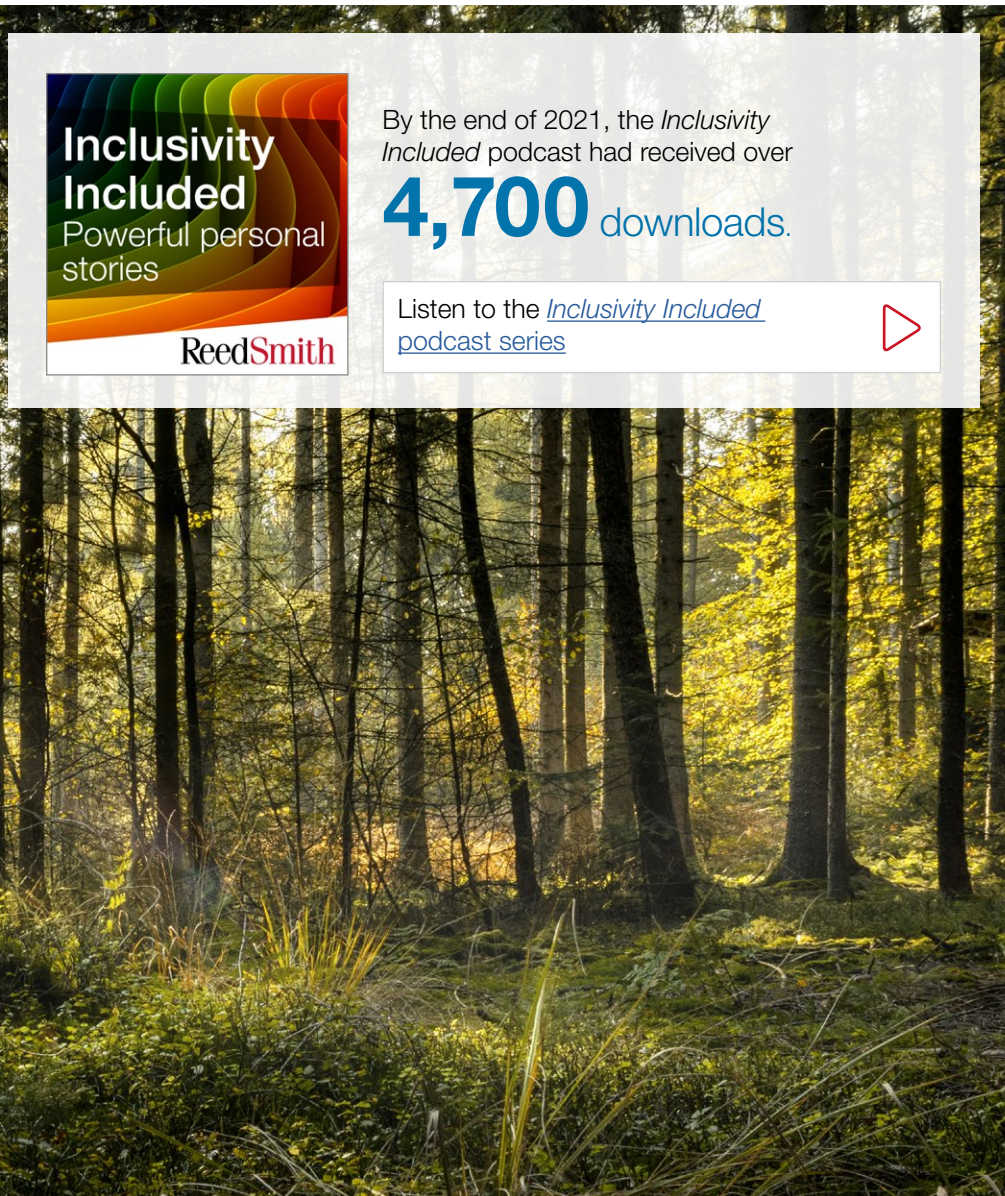
Our DE&I focused podcast channel, *Inclusivity Included*, uses personal stories to create candid discussions around DE&I and authenticity while attempting to break down barriers in the workplace.

### 2021 podcasts

- *Coaching: A DE&I development tool*
- *Justice for all: Building a generation of anti-racist lawyers*
- *Keys to recruiting diverse legal talent*
- *Innovative DE&I programs for corporations*
- *Legislating diversity: Current initiatives and their impact on corporate America*
- *Best practices for building effective DE&I programs*







DE&I is about culture – not a numbers game. It is about unity, and it is about everyone. In a hybrid work environment, DE&I is more important than ever, so that each person feels seen, heard, valued, and respected.”



**Alexander 'Sandy' Thomas**  
Global Managing Partner



# Diversity, equity & inclusion

## 2021 DE&I Summit

We were thrilled to have almost 900 registered attendees for our global 2021 Summit. With the theme “**Where do we go from here?**”, our goal for the day in all of the sessions was to ask ourselves “What’s next?” and “What could we do better?”.



*Racial inequality didn't just happen; it's the result of choices we've made and actions we've taken.”*

**Dr Eddie S. Glaude Jr**, opening speaker

Breakout sessions included panels hosted by our business inclusion groups (BIGs) PRISM, RSVets and the Multicultural Network.

Read more about our [2021 DE&I Summit](#)



### We are signatories to the following organisations:

- **LEGALCORE**, whose aim is to substantively increase the representation of Black, Asian and minority ethnic individuals in law firms, working collectively to drive action and facilitate a fundamental shift across the legal sector.
- **The National Organisation on Disability Corporate Leadership Council**, where we are among an elite group of organisations recognised as leaders in disability employment.
- The **Valuable 500**, a group of companies and leaders committed to putting disability inclusion on their business leadership agenda.

### We continued our support as signatory members of the following initiatives:

- The **United Nations Global Compact Women's Empowerment Principles**.
- The **E-Discovery Institute's Diversity Pledge**, aimed at fostering diversity in the electronic discovery industry.
- The **United Nations Global LGBTI Standards of Conduct**, created to protect LGBTI people from discrimination in the workplace and in the communities where they and their business partners operate.
- The UK's **Change the Race Ratio** campaign, committed to increasing racial and ethnic participation in businesses.
- **Diversity Lab's OnRamp 200**, which aims to reintegrate at least 200 women lawyers into the profession by 2025.
- **Disability Charter for Change**, the legacy commitment of the 2018 London Global Disability Summit.





## Awards/accolades

### Mansfield Certified Plus



*"Every year, Diversity Lab raises the bar for Mansfield Rule certification, challenging law firms to do better and go further in creating opportunities for advancement in our ranks. We are very grateful to again have exceeded Mansfield's benchmarks for progress while invigorating our own personal commitments to promoting diversity, equity and inclusion."*

**Sandy Thomas**, Global Managing Partner

In 2021, for the fourth consecutive year, our firm achieved **Mansfield Certified Plus** status, which is awarded to firms that have reached at least 30 per cent diverse lawyer representation in a notable number of current leadership roles and committees.



### Mansfield Rule 1.0 UK Expansion

In 2021, Diversity Lab announced the UK expansion of its certification process. We joined more than 10 leading law firms in the new pilot programme.

- Winner of the Diversity Innovation Award at the **Legal Innovation Awards 2021**.



- Honoured as **2021 National Organisation on Disability (NOD) Leading Disability Employers** at the NOD annual forum.

- Received **UK WILEF** certification.

### Individual awards

- Partner **Gautam Bhattacharyya** was named in the 2021 EMpower 100 Ethnic Minority Executives list.
- Associate **Jonathan Andrews** was appointed as a judge of the Shaw Trust Disability Power 100 list 2021, which profiles the 100 most influential people with disabilities in the UK. He was also named in the prestigious 2021 OUTstanding LGBTQ+ Future Role Models list.
- Associate **Vaibhav Adlakha** was awarded the D&I Trailblazer Award at the Chambers Europe Awards 2021.



**Gautam Bhattacharyya**



**Jonathan Andrews**



**Vaibhav Adlakha**

## Asia-Pacific DE&I initiative



We embarked on a DE&I journey in Asia in recognition and acceptance of our many differences. We have made significant strides in our achievements over the last year which we are very proud of but the journey doesn't end there. We will continue to stay open minded and passionate about creating and supporting a truly inclusive and diverse international firm that is committed to important causes."



**Kyri Evagora**  
Managing Partner, Asia-Pacific

Launched little over a year ago, our **Asia-Pacific DE&I initiative** has achieved a lot during 2021.

We hosted **22 events**, some collaborative, with **five organisations** and conducted **three personnel training sessions** in 2021 alone.

### Lifewire collaboration

We co-hosted several events with Lifewire, a Hong Kong charity that helps those suffering from rare medical conditions by supporting their rehabilitation, bringing together patients, donors and medical experts to provide them with critical support.



## #PinkFridayPride

The annual #PinkFridayPride event, organised by Goldman Sachs, aims to make LGBTQ+ issues visible throughout Asia by encouraging all participants to wear pink in the workplace.

We hosted a lunch-time talk on **'LGBTQ+ in the legal industry'**, which was held in our Hong Kong office and attended virtually by colleagues in our other Asia offices. The session was moderated by associate Gautam Lamba and featured Michael Thillaivasan from Herbert Smith Freehills and Christian Felton from Linklaters as guests. The lively discussion spanned a broad range of topics including practical barriers to building inclusive workplaces, socio-cultural and legal issues that firms and LGBTQ+ lawyers face, what firms can do within the legal boundaries to improve access to the profession, and the meaning and importance of allies.



■ Goldman Sachs #PinkFridayPride event



■ Our 2021 celebration of Diwali, the festival of lights



# MulticulturalNetwork



In line with Reed Smith's Racial Equity Action Plan, our Multicultural Network (MCN) will continue to implement its action plan to promote racial equity and combat issues particularly impacting ethnic minority legal professionals in the UK."



Clare Sutton,  
Ali Ishaq and  
Olivia Grant  
MCN CO-Chairs

## MCN mentoring programme

In 2021, we launched our mentoring programme as part of our firmwide Racial Equity Action Plan (REAP) initiatives. The programme is designed to enhance the retention and progress of our personnel from ethnic minority backgrounds.



*There are studies that show that a mentoring culture can provide the missing link to help create true social mobility and diversity within an organisation providing a progressive pathway of support at every level."*

**Andrew Jenkinson**, Office Managing Partner, London

We collaborated with mentoring and training consultants Goal 17 to create a nine-month pilot programme. Mentees work with senior lawyers and business professionals across our UK offices to create specialised and bespoke mentoring plans to support their career development.

### What mentees gained:



*"Really great advice about raising my profile within the firm."*

*"Meeting someone with a legal background with an in-depth understanding of the challenges of being a lawyer but with a fresh perspective given his different role."*





## Black Young Professionals Network

We became the first law firm corporate partner of the Black Young Professionals (BYP) Network, which helps corporate organisations to attract, recruit, engage and retain Black talent through a network of over 50,000 Black professionals.

We sponsored and participated in the two-day 2021 BYP Network leadership conference, featuring keynote speaker musician and X Factor judge will.i.am. In over 80 sessions with over 10,000 attendees, the conference focused on how to “change the Black narrative” through collaboration with peers, leaders, allies, corporates and community.

## DE&I client roundtable

We held a client roundtable event to discuss the promotion of diverse or underrepresented professionals in the workplace. Topics included how COVID-19 had affected these groups; the impact it had on businesses and their focus on DE&I initiatives; how to attract, retain and promote these individuals; and how diversity data can be better used to make meaningful changes.

## The Black Funding Network

We began a new partnership with the Black Funding Network (BFN), an organisation that supports small, Black-founded and led not-for-profit organisations in the UK. As a ‘corporate member’ of BFN, we connect with and support a number of such organisations by providing them with pro bono legal support and participating in fundraising events.

## Racial Justice Working Group

Our Racial Justice Working Group is a 40-strong team of lawyers responsible for identifying areas of pro bono need and developing pro bono partnerships with charities involved in racial justice work. The group has sourced and worked on a large number of pro bono matters for not-for-profits working in the field of racial equity, access to justice and prison reform, retention and recruitment, education, immigration and community support, among others.

In support of our **#StopAsianHate** campaign, the MCN partnered with award-winning, local Asian-owned cookery school, the School of Wok, for a series of virtual cooking classes that were run as client events.

We hosted a panel presentation and a Q&A session for the **All About Group**, an organisation that provides support and advice to individuals at the early stage of their careers. Our personnel led the events, which focused on a broad range of DE&I topics including our DE&I initiatives and the challenges people with disabilities and those from a minority ethnic background face in the legal profession.

We launched our inaugural **MCN Award**, to shine a light on our personnel in our London and Leeds offices who promote racial equity, allyship and DE&I. Learning and development manager Nas Zabbar was the recipient of the award.



**Nas  
Zabbar**

## Social mobility



During 2021, providing young people and students with opportunities to build their aspiration and knowledge of the legal industry was still very important. I am extremely grateful to our personnel for their volunteering assistance and their commitment and willingness to share their personal career journeys and advice with the students and young people at our events. Without the support from them and our dedicated charity partners the success of our events would not have been possible.”



**Carole Mehigan**  
Responsible Business Manager EMEA

Our London lawyers **volunteered 132 hours** towards our social inclusion programmes for students and young people.

**865 students and young people attended** our various virtual events throughout 2021.





## The Brokerage

### Virtual events in 2021:

- We hosted four mentoring sessions for A-level students. Two mentees won a one-week virtual work experience placement at the final graduation and presentation session.
- We held two boot-camp sessions for A-level students – a law masterclass panel discussion and an early careers panel discussion.
- We hosted a vacation scheme masterclass for university students to provide them with a better understanding of and insight into securing a vacation scheme placement.
- We held an insight event for Black male A-level students, to encourage them to consider a career in law. Some of our Black male personnel shared their personal career journeys.



*The event was really well organised and run. The students seemed engaged and asked insightful, considered questions. I would be more than happy to be involved again in the future!"*

Volunteer feedback (vacation scheme masterclass event)

## Diversity Role Models

We partnered with Diversity Role Models, which gives primary and high school students the opportunity to learn more about the LGBTQ+ community and how they can support their peers who may come out as LGBTQ+ at school. We took part in four virtual sessions for year 10 students.



*I really enjoyed taking part in the sessions as an ally and sharing my story with the students. The students were engaged and asked some great questions of all the volunteers."*

Volunteer feedback

## IntoUniversity

We hosted a virtual insight event for A-level and university students, who networked with our volunteers and were given an insight into the legal industry and the different career paths, and recruitment advice.



*Thank you all for the time you put into preparing for and delivering today's virtual insight event. Your talks were all so engaging and the expertise you shared was invaluable to our students."*

Student Enrichment Coordinator, IntoUniversity



*The best thing about this experience was the motivation I received from those who work at Reed Smith to work harder and not give up."*

Student feedback



# Social mobility

## Prince's Trust

We hosted five virtual events for young people in Prince's Trust centres in London and the North to inspire them to think about careers within a law firm. Our volunteers talked about their personal careers and educational journeys.



*It can be really difficult for our young people to stay engaged online! But they seemed to stay engaged and provided relevant answers right up until the end of the session, so I would say it was a success!"*

Feedback from our youth development lead

## School Home Support

Our volunteers provided gifts for children living in poverty through the charity's online Christmas wish list and in-person shoebox collection. The online gifts and shoebox collection were delivered directly to the schools nominated by the charity.



*Thank you Reed Smith for your extremely generous donation of Christmas presents this year. You made Christmas special for many of the families we work with. One of the children you gifted a present to told us how magical it is to receive a thoughtful gift from someone who doesn't know you. From everyone here at SHS, thank you!"*

Senior Partnerships Manager

## SMBP

11 A-level students attended the Social Mobility Business Partnership (SMBP) programme, which gave the students the opportunity to learn about different careers within four commercial organisations and about resilience and other competencies from a sports club facilitator.

The students also spent four days taking part in our bespoke, virtual work experience placement as part of Reed Smith Legal Week. The students worked together in breakout rooms, and our volunteers spoke about our firm, career opportunities, the different types of law lawyers practise, why law is important and the type of clients we assist.

## Speakers for Schools

We hosted three virtual insight events for A-level students to give them a better understanding of the legal industry and to hear about the many different career paths they can pursue within a law firm.



*I thoroughly enjoyed it – gave me lots of information about working as a solicitor and answered lots of my questions. Has reaffirmed my interest in law – thank you so much!"*

Student feedback



Prince's Trust



School-Home Support



SOCIAL MOBILITY  
BUSINESS PARTNERSHIP




SPEAKERS  
for schools




## Street League

- We hosted two virtual mock interview workshop sessions for young people seeking future employment. These invaluable sessions gave them skills so they could give their best in a job interview.
- We also held a CV writing/reviewing workshop session for young people to give them a better understanding of the CV content needed to 'stand out from the crowd' when applying for jobs.

 *It was great to meet with these students and hear a little bit about their background, interests and goals. You could really see the growth in some of the young people from interview to interview. Really enjoyable experience and thoroughly rewarding, very happy to be involved in similar programmes in the future!"*  
Volunteer feedback (mock interview workshop)

## TutorMate


The 2021/2022 TutorMate programme supports students aged five and six with online reading tuition. Our volunteers provide reading assistance to students who have been identified by their teachers as needing help with their reading. The programme encourages students to enjoy reading and keeps them on the right level with their peers.

 *The children are benefitting hugely from their time with TutorMate – we have a crop of very grateful teachers all across the country which is just so lovely and heart-warming! So a huge THANK YOU to you and all of your wonderful Reed Smith group, you are all fantastic!"*  
Charity feedback



## Yes Futures

Our volunteers took part in a virtual insight event, which was hosted at a school for students aged 12 to 14. The students networked with our volunteers, giving them the opportunity to discuss the many different career paths available in a law firm.

 *Reed Smith ran an inspiring question and answer session for our students with a panel of employees from a huge range of backgrounds. Students were fascinated to learn that there is more to working in law than just appearing in court or what we see on TV or in films!"*  
Yes Futures blog post

 *I am now thinking more seriously about different careers in law."*  
Student feedback

## You Make It

We started a new partnership with this small charity, which helps to empower young, unemployed women to gain the confidence, skills, networking, knowledge, and experience needed to realise their passions and to pursue their goals.

 *This has been one of the best mentoring projects I have had the opportunity to work on – I genuinely feel that I have been able to have a tangible impact, helping to equip my mentee to achieve her goals and move her business idea forwards. The support from You Make It and other volunteer mentors has been invaluable in supporting the mentorship relationship as well."*  
Volunteer feedback



# LEADRS

Disability Business Inclusion Group



LEADRS proudly celebrated its tenth anniversary in 2021. The growth of LEADRS and our Mental Health Task Force is now such that we are able to offer clients legal service teams in a wide range of practice areas that include people with disabilities and their allies.”



**Carolyn Pepper**  
LEADRS Co-Chair

## Project Ability

We hope that our new pilot programme, Project Ability, will serve as a model for the legal and other professions to encourage the recruitment of people with disabilities and to attract, develop and retain talented people with disabilities. The programme involves working with a group of like-minded clients to develop an innovative, disability-focused legal offering which will also provide networking opportunities for people with disabilities.

## BBC podcast

Associate and DE&I trailblazer Vaibhav Adlakha joined the BBC Legal team in their #podcast series, Not All Lawyers Have Law Degrees. In the episode titled “Diversity is a way of thinking” Vaibhav shared what he thinks makes a law firm inclusive, why mental adjustments can be more important than physical ones and the importance of collaboration.





## Launch of LEADRS in Asia

In 2021, we launched LEADRS in Asia and produced a brochure for distribution to our offices in Asia to introduce LEADRS and the work it has done since it began in 2012.

To ensure that all our personnel feels confident working either as a person with a disability or with a person with a disability, we created our **Disability Etiquette Guide**. The guide is aimed at increasing awareness, understanding disability and ensuring our workplace is disability-confident.

To encourage our employees with disabilities to request the support they need, we produced an **accommodations document**, which includes a list of accommodations already received by our personnel.



■ Office manager Ivy Cheung and partner May Wong at the 2021 Disability Inclusion Summit

## 2021 Disability Inclusion Summit

We held our second Disability Inclusion Summit to mark and celebrate **International Day of Persons with Disabilities**. We hosted a virtual four-part fireside chat series, culminating with a final panel discussion on 2 December 2021.

The theme this year was 'diversity as a way of thinking and the importance of having an evolving conversation'.

We involved many of our clients, and extended the event to our Hong Kong and Singapore offices, with our first two fireside chat sessions moderated by our Asia LEADRS members, partner May Wong and associate Gautam Lamba. They were joined by guest speakers from Swire, OPTUS (SINGTEL), Deutsche Bank and the Singapore Business Network on Disability. Our third and fourth fireside chats involved guest speakers from the American Bar Association's Commission on Disability Rights, the Lawyers with Disabilities Division of the Law Society of England and Wales, and Microsoft.

Bjarne Tellmann, senior VP and GC at GSK Consumer Healthcare, and Prashant Dubey, VP Contracts Solutions & Disability Inclusion at Elevate, gave the keynote welcome for our final panel.

The panel included clients The Valuable 500, Apex Group, Ltd., Face Equality International and Shell, who explored proactive action and best practices in supporting people with disabilities to find their 'ability journey'. Our charity partner, Theirworld, led a discussion on how businesses can support young people with disabilities in education.





I am proud to serve as the partner chair of Reed Smith's Mental Health Task Force (MHTF). Our group has grown exponentially over the past year, and I firmly believe that is due in large part to the effects of the pandemic on people's mental health. This growth has resulted in important new connections and initiatives, and finding new ways to support our members. Our mission is now more important than ever, and I am honoured to be a part of the leadership team working to turn that mission into actions."



**Mark Goldstein**  
Partner

## Suicide Prevention Awareness Month

Suicidal thoughts can affect anyone regardless of age, gender, education or background.

According to the World Health Organization, more than 700,000 people die by suicide every year – that is one person every 40 seconds. The legal industry sees a higher prevalence of mental health issues than in the general population.

Throughout the month, we shared information about suicide risk and prevention, including a video on recognising the signs of mental health issues and guidance on how to support colleagues, family and friends.

In March 2021, we launched our **Mental Health References & Resources Toolkit**, which is designed to make it easy for our personnel to access mental health resources.





## Mental Wellness Month

The MHTF teamed up with our Wellness Works team to celebrate Mental Wellness Month by creating nine videos that dispel myths about mental health as a continuation of our #StoptheStigma campaign.



*Post-Traumatic Stress Disorder can affect anyone, including someone who has survived domestic abuse, a natural disaster, or someone who has suffered a loss."*

**Thor Maalouf**, Partner and RSVets Deputy Chair

View the full [video series](#)



## Inclusivity Included podcast



Listen to [Cultivating the mental health and well-being of diverse employees.](#)



## Enduring mental health effects of the Afghanistan conflict

When the world focused on the Taliban's capture of Kabul in August 2021, forcing thousands of troops and their allies to flee Afghanistan, our military veteran business inclusion group RSVets hosted a firmwide town hall and panel session featuring RSVets members who had served in military or civilian roles in Afghanistan. The panel was hosted by partner Thor Maalouf, a veteran of the British Army who served in Afghanistan, and moderated by mental health professionals with military experience in Afghanistan.

## Addressing burnout and stress

While legal work can be incredibly fulfilling, it is also inherently stressful, with many in the legal profession experiencing burnout. The Mental Health Task Force (MHTF) worked with our Wellness Works team to support our personnel in achieving a better work-life balance and self-care routine, with various sessions and resources, including:

**Strategically Well** – an engaging and highly informative video course by mental health authority Patrick Krill covering topics relating to mental health and well-being in the legal profession.

**Assessing and Addressing Burnout** – in this fireside chat, Kate Snowise of Kunik spoke about the dimensions of burnout and steps you can take to mitigate it.

## Mental Health Summit

In May 2021, we hosted one of the first law firm conferences to address mental wellness in the legal industry and wider business community.

In our inaugural Mental Health Summit, we endeavoured to shed further light on the stigma associated with mental health concerns. We heard expert insight and first-person accounts about recovery from mental health issues, and what law firms, businesses, and individuals can do to improve mental health in the workplace.



*"If you are having difficulties with mental health, you are not alone."*

*"It really is okay to not be okay."*

*"I would argue nothing is more important in your life than your well-being. Take the initiative to take care of yourself. You will be more productive, efficient, happier, and a better human."*

Summit participants' comments



We are dedicated to encouraging an open dialogue at all levels of the firm and to providing comprehensive training to our people so that we may spot the signs of a mental health crisis in our colleagues and know how to get them the help they need and deserve."



**Tamara Box**  
Managing Partner EME









PRISM organises a range of events and initiatives every year that support our LGBTQ+ personnel, ranging from community involvement, advocacy within and outside of our firm, to educational discussions and inclusive meet-ups.

We look forward to continued collaboration with our broader team in the U.S. and EMEA to create many varied and great opportunities for everyone to get involved in!

PRISM, is looking forward to another exciting year ahead!"



Will Buckley,  
Tom Gates and  
Jessica Parry  
PRISM CO-Chairs

PRISM and Reed Smith proudly sponsor and support many LGBTQ+ organisations, networks and events:

- **Out Leadership**, a global LGBTQ+ network that works to prioritise LGBTQ+ inclusion and equality throughout the business world.
- **myGwork**, a business community and network for LGBTQ+ professionals.
- **Diversity Role Models**, an organisation that facilitates student workshops where members of the LGBTQ+ community and ally role models speak to students about their experiences within the LGBTQ+ community.
- **Aspiring Solicitors'** 2021 AS Pride Event. Aspiring Solicitors works to increase diversity within the legal industry.
- The **Hong Kong Gay and Lesbian Attorneys Network**, which is dedicated to promoting LGBTQ+ diversity and inclusion in the legal profession and fighting for marriage equality in Hong Kong.
- **National Student Pride**, the UK's largest LGBTQ+ student event focused on developing skills and kick-starting careers for LGBTQ+ youth.
- **Warwick PLAN**, a University Society committed to the personal and professional development of LGBTQ+ students, winning Bright Network's DE&I Society of the Year 2021.



## PRIDE Month

The fight for equality is at its best when it recognises and capitalises on the intersectionality of all marginalised communities.

PRISM led in a number of intersectional events with our other business inclusion groups (BIGs) and clients during Pride Month:

- Co-hosted an intersectional event with our Pacific and Asian American BIG, focusing on Queer Trans Asian Pacific Islander Week in San Francisco and featuring wide-ranging discussions including activist, lawyer and drag queen Juicy Liu's thoughts on community organising and Harvard law professor Alexander Chen's personal transition story, his path toward LGBTQ+ advocacy work, and his outlook on the future landscape of legislation.
- Co-hosted an event with our Black/African American BIG, which was open to our personnel and clients and featured Erika Smith, columnist with the *Los Angeles Times*, discussing the intersectionality of diverse communities.
- Co-sponsored a joint event with Shell's LGBTQ+ employee group, addressing LGBTQ+ cultural competency and name and gender marker change issues.
- Participated in an event celebrating LGBTQ+ voices with disabilities in the media, presented by disability-led not-for-profit **RespectAbility**.
- Celebrated PRIDE in our UK and Singapore offices virtually and circulated rainbow flags and pins to PRISM members.

### Happy Pride Month 2021



[reedsmith.com](https://www.reedsmith.com)

**ReedSmith**  
Driving progress  
through partnership

- We were a proud sponsor of **myGwork**'s global five-day virtual Pride conference, 'Work Pride'.
- Partner Gautam Bhattacharyya spoke on a panel titled 'The how and why to becoming an executive ally'.
- Director of client development Deven Vyas featured on a focus panel on LGBTQ+ issues within the legal industry.
- Responsible business manager EMEA Carole Mehigan was a speaker on a panel titled 'The continued benefits of having mental health first aiders in your business'.

## We held educational and supportive events for PRISM members including:

- A mental health movie night featuring a discussion of the movie "Moonlight".
- A prideful parenting seminar hosted by firm partner Kunik.
- An LGBTQ+ aging seminar featuring Jerry Chasen, a representative from SAGE, an organisation that advocates and provides services for LGBTQ+ elders.
- Three fireside chat speaker series events with partner Alan York, and Todd Sears and Fabrice Houdart from Out Leadership, to discuss allyship and the ongoing LGBTQ+ rights movement.

## Declared Name and Pronoun Policy

PRISM continued to see returns on its work in adding the Declared Name and Pronoun Policy to our HR policies. Other firms used our policy as a template to adopt similar policies.

## Inclusivity Included podcasts



Listen to [Goodbye gender binary](#)



Listen to [Legislating identity: The fight to protect transgender rights](#)







# Our people



The net worth of any organisation is the sum of its assets minus its liabilities. At Reed Smith our primary assets are our people. We believe in evaluating the potential of each asset with an eye to its contribution to the whole; that means choosing each member of our team for what they bring that is uniquely valuable to the talent already here.

We respect and value cognitive diversity and value difference; we know that when we hear different opinions and ideas we will find the most innovative solutions for our clients. Our investments in a diverse workplace not only increase our net worth as an organisation but also increase each individual's own net worth.



At the heart of our culture,  
we strive to be a culture  
with heart. It's a win/win  
strategy that works.”



**Tamara Box**  
Managing Partner EME



## Talent spotlight - How we got here!



**Nathan Jackson**

Client Value Junior Analyst (London)

Nathan's career journey in our firm is proof that you can make it in a law firm with no initial experience in the legal world. His first role was in our canteen in the coffee bar as a barista. He then moved to our marketing team as client relationship coordinator before joining our client value team as a junior analyst. Nathan was recognised by our firm as employee of the quarter, receiving an honourable mention at the Reed Smith Quality Customer Service Awards 2020.

Keen to inspire others, Nathan volunteers in our virtual mentoring programmes. He featured as a Black male role model for a firm event to encourage more Black male students into the legal industry, and has spoken on external panel discussions including an event for the Black Young Professionals Network. Nathan also participates in our Multicultural Network mentoring programme, where he is mentored by a senior member of staff.



*Having the opportunity to experience Reed Smith from different roles has made it clear that our greatest asset is our people. Being a part of a firm that genuinely celebrates diversity and unique perspectives, has fostered an environment that has allowed my skills and abilities to thrive without restraint."*



**Will Buckley**

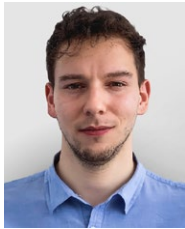
Graduate Recruitment and Development Officer (London)



*If you told me a year ago that I would be working in graduate recruitment at a London law firm, I would have asked 'What is graduate recruitment and why am I working in law ... in London?'. I wanted to join a team that cares, gives back and supports those around them, and then I found Reed Smith. This last year has been one of the most exciting and enriching years of my professional life and I can't wait to find out what this career journey grows into."*

Will's background is in the ski industry working as a ski instructor, before becoming the assistant coordinator for an Italian ski school (in the northern winter) and working in human resources for an Australian ski resort (in the southern winter).

Following a move to London he joined our graduate recruitment team. Underpinning Will's every career move (and life) is a love for people engagement and development. The graduate recruitment role encompasses his passions and also allows him to get involved in our firm's responsible business and DE&I commitments, such as running application advice sessions, participating in upskilling workshops and co-chairing PRISM, our LGBTQ+ business inclusion group.



**Dimitris Athanasopoulos**  
Associate (Athens)

Dimitris joined our firm as a trainee and is currently an associate in our Transportation Industry Group. He grew up in a coastal town in the northern Peloponnese, Greece and moved to Athens in 2014 to study law. At university, he focused on a combination of business law with several international human rights modules and was a member of the Public Law Clinic of the Athens Law School, providing pro bono legal assistance to vulnerable individuals.

Dimitris leads on and supports many of our pro bono projects including Lamp Lifeboat Ladder, our firm's refugee resettlement programme which assists refugees based in Greece and Jordan to relocate and settle in Canada.

He currently leads our Europe-wide pro bono project helping asylum-seekers, refugees and migrants to seek urgent help in the European Court of Human Rights for rights violations committed against them by governments.

Dimitris also volunteers for our EMEA-wide projects, supporting the work of international organisations such as human rights not-for-profit Lawyers Without Borders.



*I feel extremely proud and privileged to belong to this big, diverse and unique family called Reed Smith, where I can develop my passion for shipping whilst honouring my commitment to make an impact for underprivileged and less fortunate people around the world."*



**Miriam Bandera**  
Associate (Singapore)

Miriam is British-Zimbabwean and studied law with a year of professional placement at Brunel University in London. She joined our firm in 2018 in our Financial Industry Group and moved to the Energy and Natural Resources Group in 2021.

Miriam is a keen advocate for pro bono work, particularly in relation to international development and human rights. Before relocating to our Singapore office, she was responsible for coordinating our pro bono work with Lawyers Without Borders, motivating and engaging lawyers to get involved. Miriam is currently coordinating an access to justice project with a not-for-profit dedicated to advancing the rule of law worldwide. She is also a member of our Social Impact Finance Group, which is dedicated to impact finance, financial inclusion and addressing key social issues.

Miriam is a member of our Multicultural Network, and was previously a member of the Racial Justice Working Group, and is a passionate mentor of students through formal mentoring and social inclusion programmes, including through organisations we support such as WCAN, a young social enterprise dedicated to the personal and professional development of Black women, and Aspiring Solicitors, which is seeking to improve diversity in the legal profession.

## Talent spotlight - How we got here!

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**Natasha Tardif**  
Managing Partner (Paris)

Natasha studied law in Paris and London. She holds a double degree in French and EU law, and a master's degree in Business and International Law. Her career journey began in New York and she has worked at international law firms in London and Paris. Natasha joined our firm in 2017, became co-managing partner of our Paris office in 2018 and was appointed sole office managing partner in 2021. She is also a member of our firm's Executive Committee.

Natasha is passionate about pro bono work. She has been the supervising partner on a pro bono project which aims to assist Afghan individuals seeking safety in other countries.

Natasha champions inclusion on all levels within the office and encourages all personnel to participate in a number of initiatives, which include mentoring underprivileged teenagers, collecting clothes for the homeless, running a women-only run to raise funds for research against breast cancer, and running the Action Against Hunger challenge. She is also an active member of our Women's Initiative Network and mentors women within and outside our firm.



**Nas Zabbar**  
Learning and Development Manager (London)

Nas left university with a B.A. honours degree in Business Studies. His career path began in store management. After getting a postgraduate human resources management qualification, he switched from retail to a human resources role. Finally, his career focus fell firmly on learning and development. Following a one year sabbatical travelling the world, he qualified as an executive coach, and attained a diversity and inclusion qualification. Nas specialises in leadership and organisational development and change management.

A true champion of multiculturalism, Nas has led on a number of successful projects to support those from a minority background: our MCN mentoring scheme in partnership with Goal-17, a responsible business social mobility programme for Black aspiring solicitors, and our firm's events at the Black Young Professionals Network Leadership Conference. He also assists the roll out of our firm's DE&I programmes, providing local knowledge to increase relevance and impact in offices across EMEA.

Nas was instrumental in the revamping of our internal online learning and development delivery system, Careers Academy, and is a member of our Racial Equity Action Plan professional staff sub-committee and the winner of our inaugural MCN award.





**Ellen Shirley**

Senior Resource Executive (London)

When Ellen left school, like many school leavers, she didn't know what she wanted to do. She began a degree in 'Business Management with IT' but quickly discovered it wasn't for her. She left the course and completed a Media and Business Skills diploma at a college in London. After college she took a team secretary role at a London property company, where she was fortunate to be mentored by an executive assistant who dedicated much of her time to training and encouraging Ellen. Within a year she was promoted to personal assistant to one of the junior partners and his team.

Before joining our firm she gained experience across a variety of sectors as a personal assistant before taking the opportunity to work in a hybrid executive assistant and team leadership role. Ellen's first role at our firm was as secretarial team leader to our Transportation Industry Group. She completed our Reed Smith Management Course (ManagerS) in 2018, and is currently on secondment with the Smart Resourcing team. Ellen is a mental health first aider at the office, and volunteers for our TutorMate online reading programme for year one students who are struggling with reading.



**Caroline Grosch**

Marketing and Business Development Manager (Germany)



*Having worked in a rather loose structure where most things are learned by trial and error, I was rather sceptical about working in a law firm again, but I applied a 'start-up attitude' and gave it a go. All doubts were quickly dispelled after I began working for Reed Smith: I wouldn't have expected to be given that much space to develop and implement ideas and being able to apply my combined skillset gained in the legal sector."*

Caroline's career began in a UK based law firm where she gained most of her professional experience. After completing an MBA programme, she left the legal sector to seek a different career experience by working in various start-ups, a decision that allowed her to broaden her skillset in many ways.

Caroline joined our German office in July 2021. As part of her role, she supports our firm's Women's Initiative Network (WINRS) and pro bono efforts. She helped WINRS organise a virtual panel discussion to coincide with International Women's Day 2022, teaming up with LilianEducation, a charity committed to support women in Africa to gain access to education and facilitate modern and sustainable structures in business and society.

## Engagement and health



Wellbeing has always been important but became more so as the COVID-19 pandemic continued throughout 2021. Within Reed Smith, consideration of wellbeing has extended beyond delivery of the usual wellbeing programs to protection of health and managing safety, stress and burnout as individuals worked through continued lockdowns.”



**Jeni Taylor**  
Director of Human Resources EMEA

## Engagement and health

Wellness Works is our firmwide programme that promotes, supports and sustains the wellbeing of our personnel. Supporting the wellbeing of our people is not only the right thing to do, but it is a business imperative to help ensure that we are all equipped to do our best work in a sustained, healthy and positive way.

The programme is aligned to four key pillars:

**mental – physical – social – financial wellbeing**

Our Wellness Works team collaborated with our Mental Health Task Force, DE&I team and Learning and Development team to provide a full range of resources, training, events and offerings that support and encourage individuals to manage their own wellbeing and create a supportive working environment.





**Our initiatives over 2021 included:**

- The launch of a wellbeing app via a firmwide corporate subscription to Calm which has had almost 25 per cent take-up to date with over 70,000 sessions enjoyed.
- The publication of tools and resources to support resilience, bounce back and burnout, created in conjunction with the Mental Health Task Force.
- A comprehensive firmwide programme of external expert speakers on topics such as stress resilience, mindfulness/meditation, management of health (e.g., cancer awareness), care of the elderly, sleep management, and focused Zoom events such as story reading and mindful drawing.
- Online fitness, yoga and nutrition classes.
- Open discussions around sensitive health and wellbeing topics such as the menopause and substance misuse.

Wellness Works continued to run annual firmwide challenges such as the global 'get moving' challenge, as well publishing blogs written by our personnel and curated articles on the Wellness Works intranet page. The pages provide global and regional information and are regularly updated to include forthcoming events and resources.



## Learning and development



Our firm's hybrid working approach began in 2021 and thanks to the ground work put in throughout 2020, we were able to seamlessly continue supporting our legal, business services and executive assistant teams. 2021 allowed us to invest in learning technologies and apply new 'learning in the moment' principles that will underpin the firm's core values, business strategy and professional development needs."



**Alicia Millar**  
Director of Learning and Development EMEA

### Careers Academy

In 2021 we launched the Careers Academy across our EMEA offices, providing access to an online learning hub for all associates and business services personnel.

The academy hosts carefully curated and designed business skills training aimed at supporting the career development of our personnel, including learning resources that personnel can read, watch or listen to in their own time, and also attend via Zoom.

Hybrid working has driven virtual learning and has created an opportunity for broader and flexible access to workshops for personnel across EMEA.

Virtual classroom learning (using virtual meeting technology) and on-demand access to curated content are both new and innovative. Interest in and uptake by the Careers Academy have been phenomenal.



*The course was brilliant. Lots of really useful information but delivered in a way that kept everyone engaged throughout. The interactive elements of the course really added to the enjoyment too" and "Absolutely fantastic – I was fully engaged the whole time. Very upbeat and motivational. Thank you!"*

Attendee feedback





## Counsel Development Programme

Our **Counsel Development Programme** was developed in 2021 to support the next generation of promotees. A unique element of the programme is the learning masterclass from legendary Reed Smith leaders. Our 2021 leader, counsel Doug Wood, held a practical and thought-provoking session on 'Building your Business' with insight and learning from his decades of relevant experience. Doug's 1:1 follow-up coaching and business planning support has proved extremely popular and successful in achieving ambitious business and career development goals.

In 2021 we launched **Cornerstone**, our in-house trainee skills development programme designed to provide an in-depth foundation in a variety of business skills that are relevant and highly practical at trainee level, to enable a successful transition to a newly qualified role at the end of the training contract. Given the imminent arrival of the Solicitors Qualifying Examination route to qualification in which the Professional Skills Course content for trainees will no longer be a regulated requirement, Cornerstone will fill the gap.

## Innovative partnerships

In partnership with Catalyst 14, a boutique coach training consultancy based in London, we support specific leadership development programmes with 1:1 coaching, and in the process support the coaches with their learning programme.

Working in partnership with Catalyst 14 has allowed us to access a much more diverse range of coaches, to support our employees in their professional growth and to break down barriers into the legal industry for upcoming talented coaches.





Our Women's Initiative Network (WINRS) continued in 2021 to focus on internal support of all our people, in particular providing support and sponsorship for promotion of candidates and practical assistance and advice to all parents, carers and those living on their own. In 2022 we hope also to be able to provide more opportunities for networking and outward facing events."



**Margaret Campbell**  
Partner

## International Women's Day celebrations

Once seen as a focal point in the movement for women's rights, International Women's Day (IWD) has grown into a worldwide event that celebrates women's achievements while calling for gender equality:

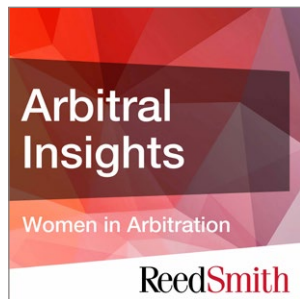
- WINRS hosted a virtual forum – the 75-minute programme focused on pay equity, gender parity and the importance of financial literacy for women and girls. Keynote speakers included senior members from **Chief**, an organisation designed to support women leadership across all industries, as well as leaders from the not-for-profits **Rock The Street**, **Wall Street** and **Theirworld**. Breakout-room discussions covered various topics, including mentoring, negotiating salary and diverse leadership.
- The **London Shipping Group** held its annual IWD event – a virtual panel discussion, led by admiralty manager Voirrey Blount and partner Antonia Panayides, focused on topics impacting women in the shipping industry.
- **Asia WINRS** hosted a range of activities that included a talk from a woman farmer, who shared her experiences of running a farm – an unconventional role for a woman in Hong Kong.





## Women in Arbitration podcast series

Our podcast miniseries, launched in 2021, served as a platform for women across the global arbitral community to discuss hot topics, trends, developments and matters of interest in international arbitration.



Listen to [Women in Arbitration - ICCA president discusses arbitrator availability and The Pledge](#)



Listen to [Women in Arbitration - ICSID Secretary General and updates to the ICSID/UNCITRAL draft code of conduct](#)



Listen to [Women in Arbitration - International Arbitration: Going green for good?](#)



Listen to [Women in Arbitration - The challenges of arbitrating environmental disputes](#)



## Summer series

WINRS hosted a two-part summer series that included two panels moderated by women from our firm:

- ‘Navigating Your Career Path’ – covered how to best position yourself for advancement and offered advice for navigating your own personal career path.
- ‘Wish I Knew Then What I Know Now’ – panelists shared personal career stories, reflected upon their early experiences, and offered advice for associates embarking upon their career.

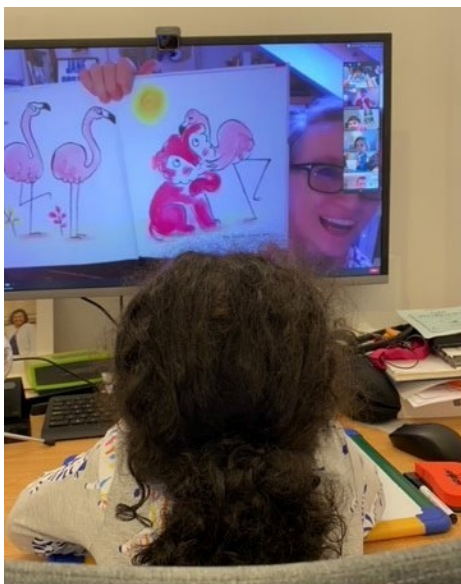
## From Challenge Comes Opportunity

London WINRS and Alicia Millar, EMEA director of learning and development, hosted a discussion that explored ways to turn challenges into opportunities for growth, learning and resilience.



## Family support

In 2021, as part of our firm's Family Network Initiative, we organised online activities for parents juggling care responsibilities who were working from home. These included a Q&A session for young people with astronaut Tim Peake; live webinars, recordings, video shorts and blogs on topics such as children's mental health, self-care during the pandemic, and managing children at home in a school-free world; and a story time and drawing session with author and illustrator Jane Porter.



■ Story time and drawing session with Jane Porter

## Inclusivity Included podcast



Listen to [Returning to work: Women, parents and caregivers.](#)

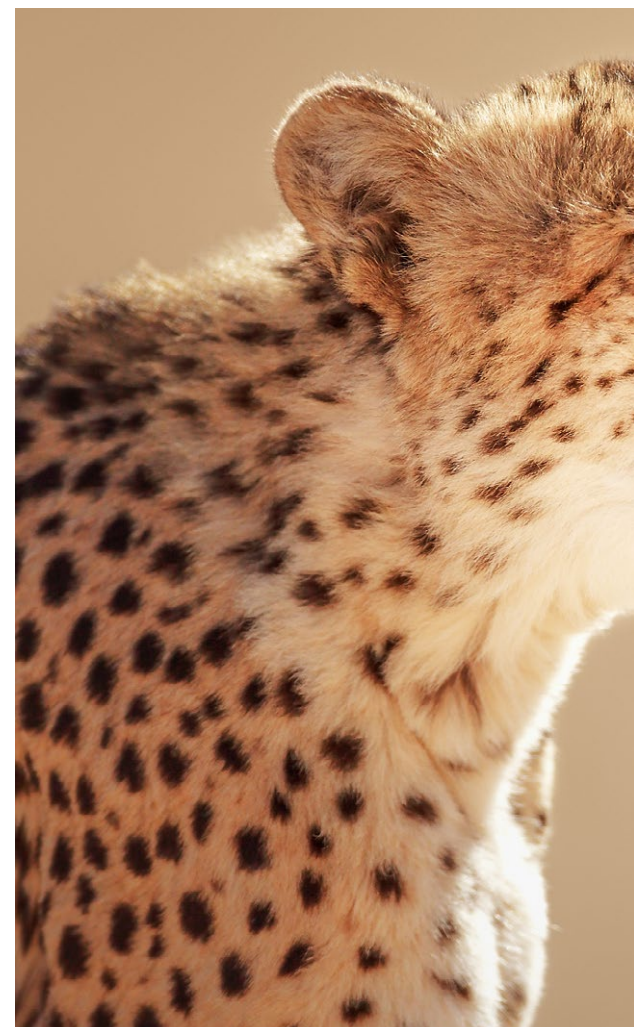


## WINRS Alumni event

On 23 September 2021 we held a very successful alumni event at the Ham Yard Roof Terrace hotel, attended by 57 people.

## Mastermind programme

In 2021, we launched a programme of interactive sessions for 14 senior women with internal and external panelists, which has been specifically designed to assist with the promotion process and to build networks. It is anticipated that this will be an annual programme.







## Awards/recognitions

- Managing partner EME **Tamara Box** was named again to the prestigious INvolve HERoes Top 100 Role Model Women Executives list.
- **Tamara Box** and partners **Delphine Currie**, **Bronwen Jones** and **Victoria Westcott** were named on IFLR1000's Women Leaders list for Europe, the Middle East and Africa.
- Partner **Simone Goligorsky** was one of five winners of the Lynne Freeman Award at the WeAreTheCity Rising Star Awards 2021, which showcase the UK pipeline of women talent.
- Associate **Chu Ting Ng** was shortlisted for the Asian Women of Achievement Award 2021.



**Tamara  
Box**



**Victoria  
Westcott**



**Delphine  
Currie**



**Simone  
Goligorsky**



**Bronwen  
Jones**



**Chu Ting Ng**

# Green matters



In 2021, Reed Smith committed to a number of exciting initiatives that work to significantly reduce our carbon footprint and operate in a more sustainable fashion – as outlined in this report. Most notably we have started to carbon report in our UK offices with a plan to expand this across our network. We also joined the Campaign for Greener Arbitrations and became a founding member of the Net Zero Lawyers Alliance.

Whilst we did not see the return to the office in the way that we had hoped in 2021, we continued to partner with our vendors as they further developed their own sustainability strategies.”



**Mark Matthews**  
EME Operations Director



## Environment Committee

Our Environment Committee plays a key role in driving the progress of green initiatives in the London office.



*The Environment Committee takes Reed Smith's climate responsibilities seriously, and plays an important role in ensuring that the firm continues to drive, and implement, positive change in this arena."*

**Tom Morgan**, Associate



*It's really important to me that the firm I work for matches my values in terms of the environment and climate change. The Reed Smith Environment Committee is empowered to provide active solutions and drive real change within the firm, and I'm proud to work for a company that walks the walk and holds itself to high levels of accountability on environmental issues."*

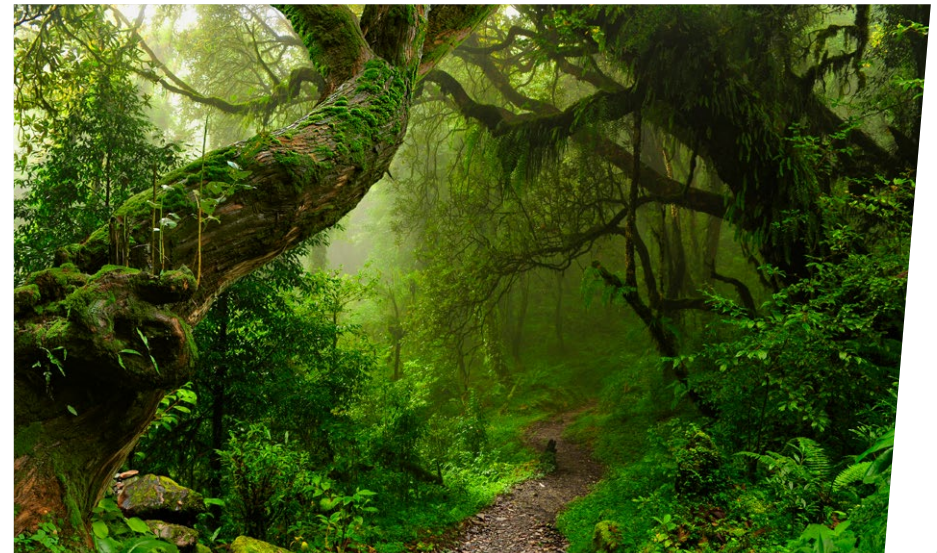
**Lisa Jones**, Business Development Manager

## Energy and carbon reporting

We now provide CO2 reports on our greenhouse gas (GHG) emissions and energy usage. This is a requirement under the Limited Liability Partnerships Accounts and Audit report – the data we capture includes our electricity, gas, air travel and fuel usage.

## The Green Pledge

In 2021, we signed the Green Pledge's Campaign for Greener Arbitrations. The campaign seeks to raise awareness of the significant carbon footprint of the arbitration community. It works with all relevant players to promote best practice in managing arbitrations in a sustainable way.



## Net Zero Lawyers Alliance

We are a founding member of the Net Zero Lawyers Alliance, a coalition of leading law firms committed to accelerating transition to net zero emissions by 2050.

The alliance, which is an approved Accelerator for the United Nations Framework Convention on Climate Change, launched in 2021 at London Climate Action Week (LCAW). The alliance underlines the commitment of commercial law firms to help to accelerate Race to Zero.

Alliance members support the goal of achieving net zero GHG emissions by 2050 or sooner, in line with global efforts to limit warming to 1.5°C (net zero). As members of the alliance, they have each committed to reducing their operational emissions by at least 50 per cent by 2030 from 2019 levels, using robust, science-based targets.

## Our vendors

Sustainable business practices are key when we consider our vendors.

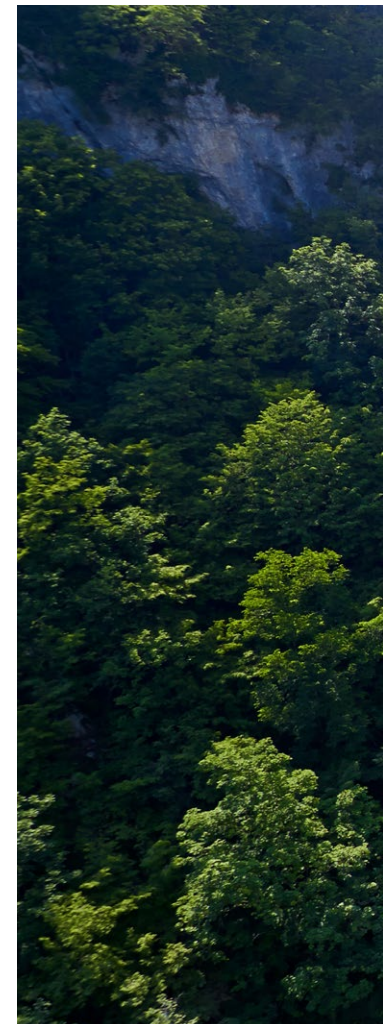
## 2021 updates

Our car/taxi service provider, **Excel Executive**, added 13 new electric vehicles to its existing fleet in 2021. 90 per cent of its fleet cars are hybrid and every Excel vehicle is TFL ULEZ 2019 compliant, making the business congestion charge free.

**City Sprint Couriers** provides environmentally friendly delivery. All its sites are 100 per cent powered by renewable energy sources. Since its launch, its emission-free fleet have travelled a total of 2.35 million miles – the equivalent of almost 100 trips around the planet and a saving of over 560 tonnes of CO<sub>2</sub>.

In 2021, **Bywaters**, our building waste management in London, donated over 544 kg of 'throw-away' electrical equipment to Recono.me, who repair, reuse or recycle electronic waste (e-waste), which is already the world's fastest growing and most toxic waste stream.

Read more about our [supplier code of conduct](#)









## Key contacts

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If you would like more information on our Responsible Business programme and initiatives, please contact our team:



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## Other Responsible Business committee members:



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*Risk Management*



**Margaret Campbell**  
*WINRS*



**Donna Dawson**  
*Reports*



**Anikken Henning**  
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**Martin Wood**  
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