

A low-angle, wide shot of an ancient stone ruin. Two large, weathered stone pillars stand on either side of a gap. A person is captured mid-air, jumping horizontally across the gap. The person is wearing a light-colored t-shirt, dark pants, and bright sneakers. The sky is a vibrant blue with wispy white clouds. In the background, there are more stone structures and trees. A wooden pole with black straps is visible in the upper right corner. The overall scene conveys a sense of adventure and overcoming challenges.

diversity equity & inclusion

Annual report **2022**

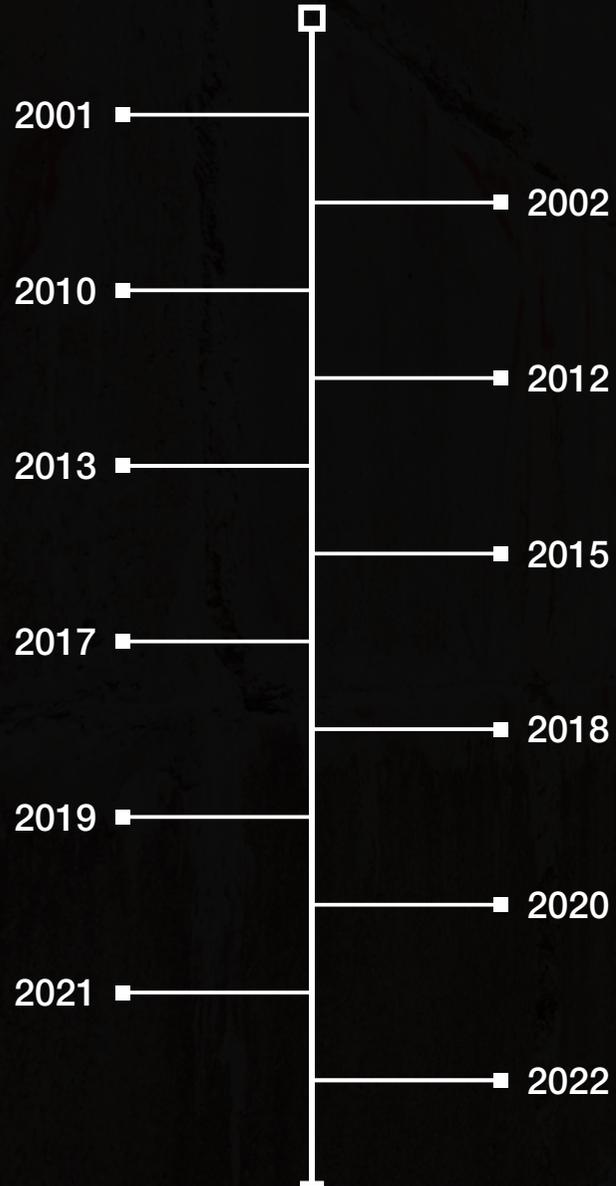
ReedSmith
Driving progress
through diversity, equity & inclusion

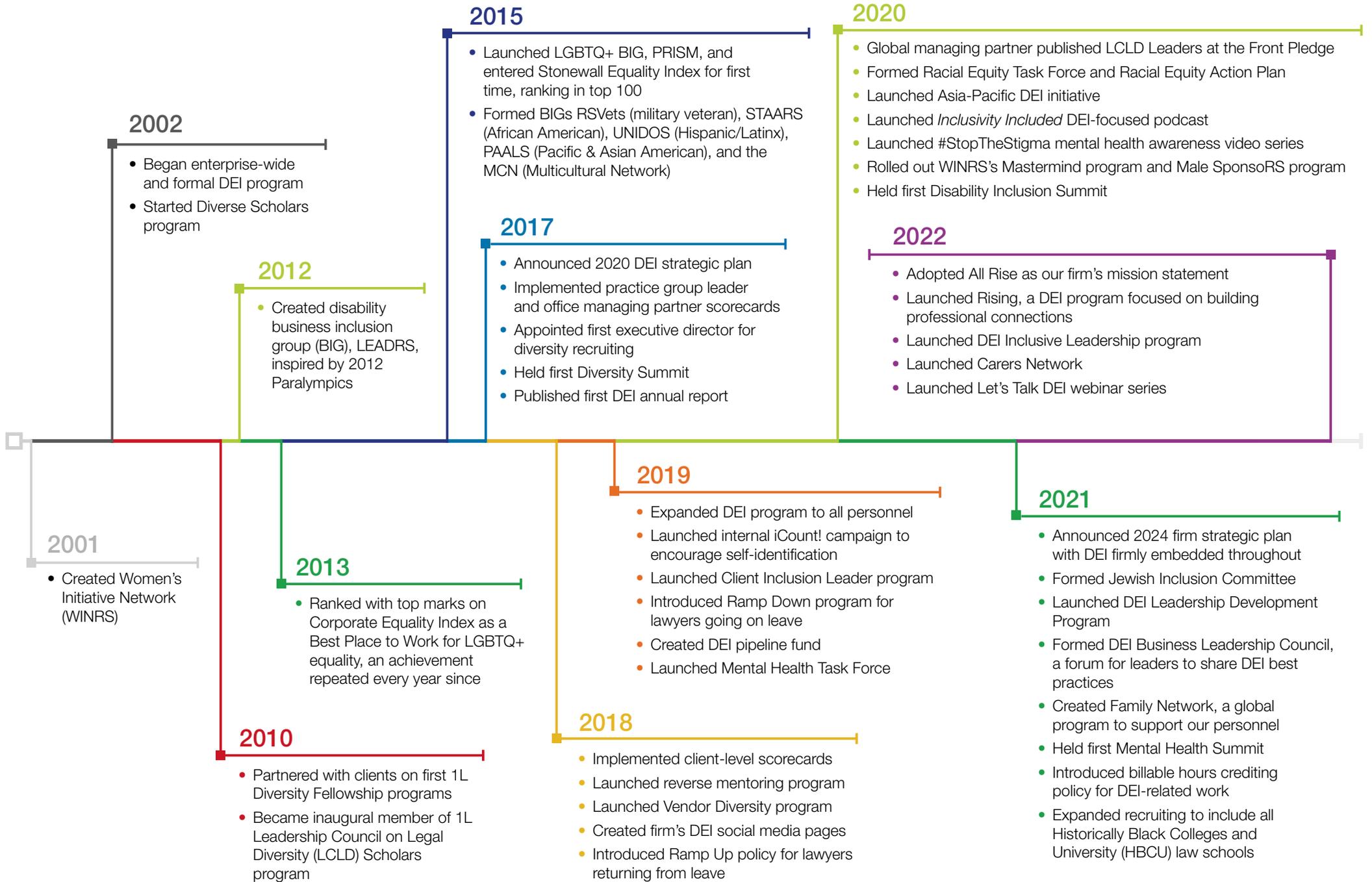
diversity equity & inclusion

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Our DEI journey







All Rise.



All Rise: Our DEI mission



At Reed Smith, we understand that nurturing a working culture rich in diversity, where everyone is included, treated fairly and feels secure in the knowledge that they are valued and respected, is key to our success.

In 2022, we set out to develop a new DEI mission statement that expresses this idea. The result is **All Rise**.

Our mission is simple: To deliver opportunity to everyone. We call it All Rise.

Our DEI program delivers on our ambition and commitment to take our place as a standard-bearer in the industry by leaving no stone unturned in delivering a just, fair and equitable working environment for all.

It is not enough for one of us, or some of us, or even most of us to succeed.

We will never stop working on this goal until all of us can succeed without exception.

We will deliver opportunity to everyone – whomever or wherever they are.

All seen. All heard. All valued. All included. **All Rise**.



All Rise: Our DEI mission



Everything we do in diversity, equity and inclusion is in pursuit of our mission: **All Rise**. But it carries a slightly different meaning for each of us.

For some, it is a personal journey: the experience of grasping opportunity, rising to meet it and using platforms to create new opportunities for others. It is the fulfilment of a journey that began generations earlier, and a commitment to paying it forward.

For others, it is the pursuit of an ideal: the belief that we all benefit when those who have historically been denied or dismissed, are instead embraced and encouraged to meet their full potential.

How we define All Rise may vary, but what matters is that we keep working at it and not give up. Because real progress is not a straight line. It is often marked with painful setbacks and attempts to roll back hard-earned societal successes.

That makes the pursuit of our mission more vital. We are finding common cause with our clients and local communities in our commitment to All Rise, and it is heartening to bear witness to our collective response. As a global law firm, we are acutely aware of the obligation we have in ensuring that all are seen, all are heard, all are valued and all are included.

At our Diversity Summit in October, Deborah Archer, president of the American Civil Liberties Union, reminded us of the words of Dr. Martin Luther King Jr.: “Whatever affects one directly, affects all indirectly.”

In this moment, we are called to create a more inclusive and equitable society where **All Rise**.



Casey Ryan
Global Managing Partner



Cristina Shea
Global Chair, Women's Initiative Network



John Iino
Global Chair, DEI

“

All Rise simply and brilliantly codifies the essential principles and policies of the Reed Smith culture: respecting and trusting each other, interacting with honesty and integrity, and, crucially, valuing our many important differences.”



Tamara Box
Managing Partner EME





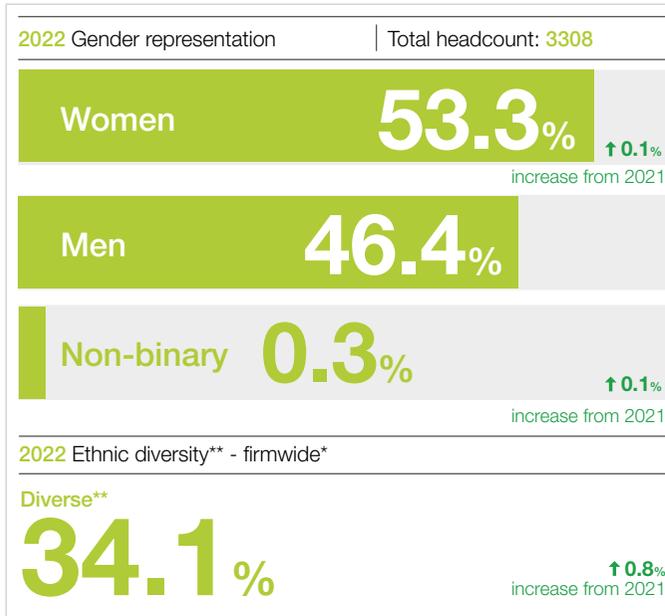
From being willing to be transparent, to constantly evaluating the performance and effectiveness of our DEI program, to working together on new approaches to DEI and delivering a best-in-class working environment for our people, **our core values** are integral to our DEI goals.

- Integrity**
- Excellence**
- Teamwork and Respect**
- Innovation**
- Impact**

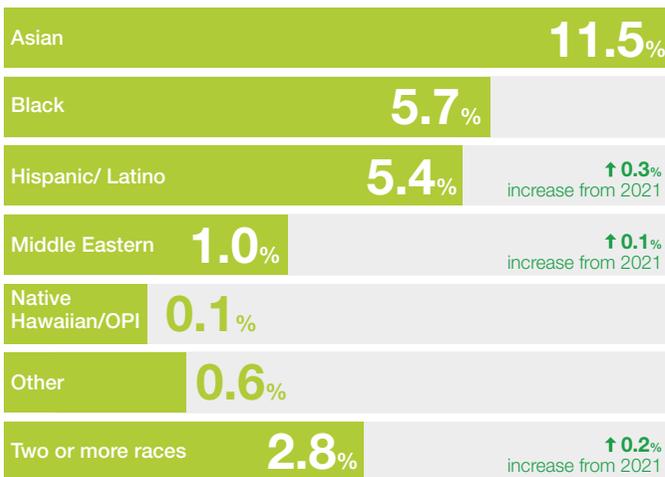




All personnel



2022 Representation of ethnicity



** Please note that our diverse calculations include those that identify as having a disability, or being ethnically diverse, LGBTQ+, Black or a military veteran.

2022 Diverse** representation excluding ethnicity - firmwide*

LGBTQ+
3.7%

Disability
5.4%

↑ 0.6% increase from 2021

Veteran
0.9%

2022 Total diverse** lawyers - firmwide *

31.0%

2022 U.S. diverse** lawyers attrition

21.7%

2022 U.S. diverse** lateral lawyers hired

37.9%

2022 U.S. summer associate class diversity**

51.9%

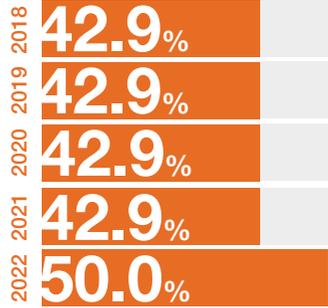
Partner promotions firmwide*



*All firmwide statistics provided in this report are based on voluntary self-identification information supplied by personnel primarily in the U.S. and UK. Due to local regulations, we do not collect diversity data from personnel in our other offices.

Women in leadership

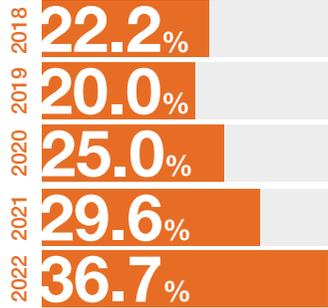
Senior management team



Executive committee



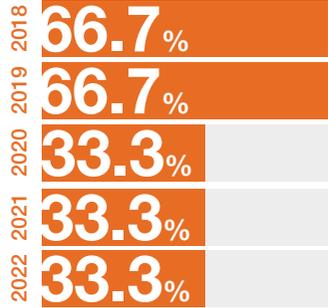
Office managing partners



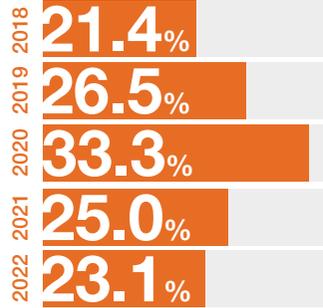
Dept. chairs & vice chairs



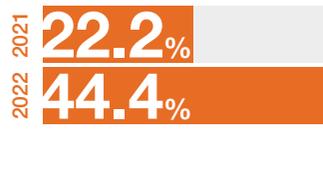
Geographic chairs



Practice group leaders



Administrative chiefs



Diverse** lawyers

5-Year diverse** lateral partner hires - firmwide*



5-Year diverse** lateral associate hires - firmwide*



5-Year diverse** lateral partner hires - U.S.



5-Year diverse** lateral associate hires - U.S.



*All firmwide statistics provided in this report are based on voluntary self-identification information supplied by personnel primarily in the U.S. and UK. Due to local regulations, we do not collect diversity data from personnel in our other offices.

** Please note that our diverse calculations include those that identify as having a disability, or being ethnically diverse, LGBTQ+, Black or a military veteran.





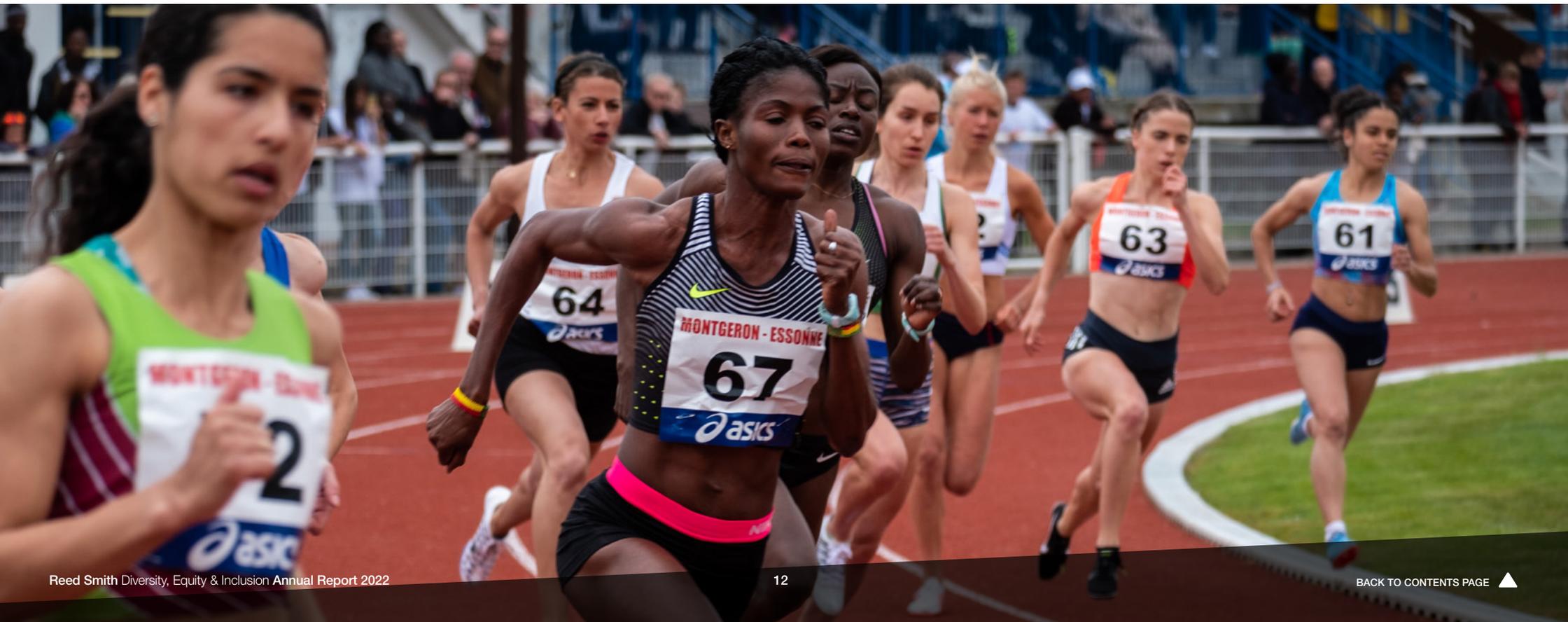
Diversity starts at the top

The following percentages include women and diverse* personnel.

↑ Increase from 2021



* Please note that our diverse calculations include those that identify as having a disability, or being ethnically diverse, LGBTQ+, Black or a military veteran.





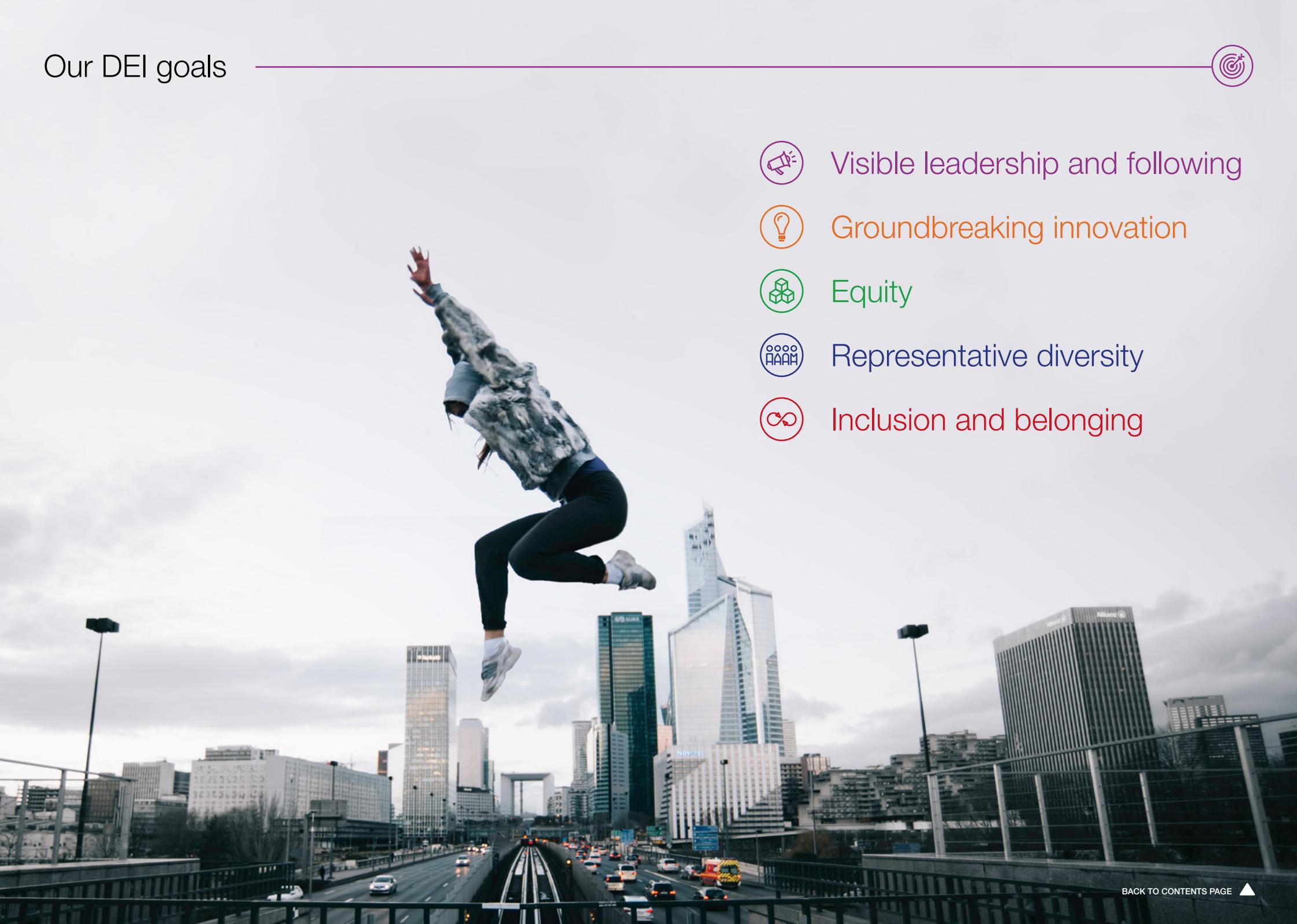
Our DEI strategy

DEI is firmly embedded throughout our firm's strategic plan for 2024.

Our innovative DEI program reflects our ongoing commitment to creating a dynamic culture of diversity, equity and inclusion that goes beyond demographics to shape people's experience: the experience of being seen, heard and valued, of feeling a sense of belonging and of being treated fairly.

It is only when we ensure that our culture, systems and policies work together to support a workplace that creates opportunity for all that we can **All Rise**.

To do this we have set out five challenging goals and introduced a comprehensive set of standards that we can use to benchmark our progress.



-  Visible leadership and following
-  Groundbreaking innovation
-  Equity
-  Representative diversity
-  Inclusion and belonging



Visible leadership and following

We aim to be widely recognized as a standard-bearer for DEI in the legal community.



REAP

RACIAL EQUITY ACTION PLAN

Racial Equity Action Plan

Our Racial Equity Task Force is chaired by our global managing partner and is charged with marshaling our firm's resources to carry out our Racial Equity Action Plan (REAP).

REAP's three priorities

- Internal well-being and learning
- Pro bono and community engagement
- Client engagement and collaboration

Pro bono

Throughout 2022, as part of our REAP efforts, we identified and assisted charities and non-profits. These included:

- Our pro bono team helped to free Greg Brown, a man wrongfully convicted and serving life in prison. After more than a decade of hard work, our efforts in partnership with the Pennsylvania Innocence Project culminated in 2022 when the client secured a deal that led to his release after spending more than 20 years in prison.
- Our cross-office and cross-practice team, in collaboration with the NAACP Legal Defense and Education Fund and The Arc, filed a federal lawsuit to challenge a new Texas law targeting voting rights. If enacted, the law would impose voting barriers, discriminating against voters, particularly Black and Latino voters and voters with disabilities, and denying them full and equal opportunities to participate in the state's voting programs. The lawsuit is ongoing with the trial date set for May 2023.
- We partnered with UNJUST C.I.C., a non-profit that challenges discriminatory practices and policies within UK policing and the wider criminal justice system, to produce a booklet for children, parents and carers about children's rights if they are stopped and searched by the police.





In 2022, we focused our attention on talent attraction and talent retention.

Global head of diversity recruiting

We were delighted to appoint Reggie McGahee, former associate dean of student affairs, admissions and scholarships at Howard University School of Law, as our new global head of diversity recruiting.

“Reed Smith’s commitment to diversity, equity and inclusion is born from and demonstrated by our community’s daily goal of providing a peerless experience for our clients. We want each new member of our community to be welcomed and embraced for who they are and what they bring to the firm, because we know that when our people succeed, our firm succeeds.”



Reggie McGahee
Global Head of Diversity Recruiting

Rising

We launched Rising, our program designed to support an inaugural cohort of 32 Black lawyers in accelerating progress toward their practice growth goals and prospective opportunities. Each participant is matched with a “connector,” who is a senior firm lawyer, and a Senior Management Team sponsor. They work together to execute their shared plan and to realize opportunities. Connectors work proactively to put their connectees into the path of opportunity.

“Great opportunities begin with great connections. Initiating those connections and opportunities, and turning them into actions, that’s what Rising is about.”



Peter Ellis
Global Head of Litigation and
REAP Co-Chair





Equal Representation for Expert Witnesses Pledge

In 2022, we signed the Equal Representation for Expert Witnesses initiative.

As a signatory, we will take reasonable available steps to see to it that parties to a dispute and their counsel ensure that lists of expert witnesses under consideration include a fair representation of women. Also, that counsel, arbitrators, judges, representatives of corporates and governments, and others who engage expert witnesses, appoint a fair representation of women expert witnesses when they have the power to do so, and encourage others to do the same. Our firm will encourage other participants in the selection of expert witnesses to do likewise.

We are active members and supporters of various social justice organizations:

- **The Alliance for Asian American Justice**, a national pro bono initiative comprised of Fortune 1000 general counsel and law firms committed to standing up for victims and preventing future acts of anti-Asian hate.
- **LEGALCORE**, whose mission is to substantively increase the representation of Black, Asian and minority ethnic individuals in law firms.
- **The National Organization on Disability Corporate Leadership Council**. We are the only law firm among an elite group of organizations recognized as leaders in disability employment.
- **The Valuable 500**, a group of companies and leaders committed to putting disability inclusion on their business leadership agendas.



We continue our support as signatory members of the following initiatives:

- **The Leadership Council on Legal Diversity (LCLD) Leaders at the Front Pledge**, which calls on leaders of its member organizations to use their voices for change and create personal action plans that they commit to publicly.
- **The United Nations Global Compact Women's Empowerment Principles**, which emphasize the business case for corporate action to promote gender equality and women's empowerment.
- **American Bar Association Resolution 113**, which urges legal service providers to expand and create opportunities for diverse lawyers.
- The **Hispanic Promise**, a first-of-its-kind pledge to hire, promote, retain and celebrate Hispanic people in the workplace.
- 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 our communities.
- The **Change the Race Ratio** campaign, committed to increasing racial and ethnic participation in businesses.
- **Diversity Lab's On-Ramp 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 and achievements

Mansfield Certified Plus

For the fifth consecutive year, we achieved Mansfield Certified Plus status, which is awarded to firms that have reached at least 30 percent diverse lawyer representation in a notable number of leadership roles and committees.

Mansfield Rule Certified Plus 1.0 in the UK

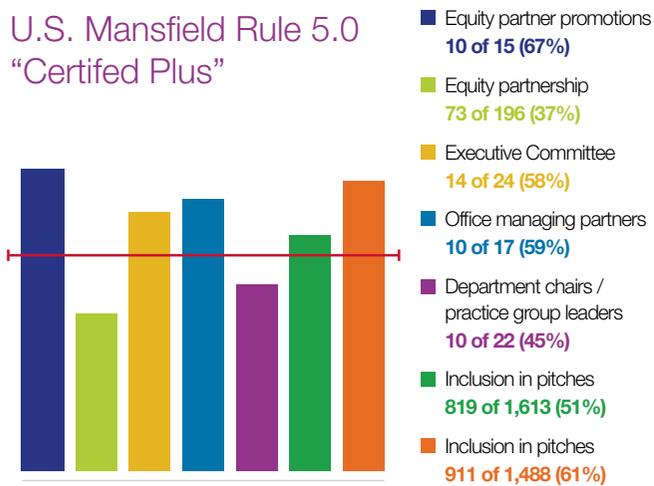
We joined more than 10 leading law firms in the 2021 UK pilot program and are proud to have achieved Mansfield Certified Plus status in the UK.

Mansfield Rule performance at a glance

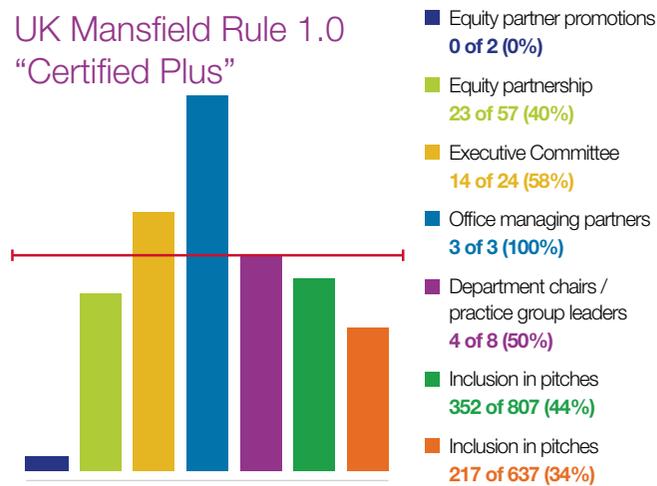
We have reached 30 percent representation in recruitment, promotion and leadership.

2022 diverse lawyer representation (including women)

U.S. Mansfield Rule 5.0 “Certified Plus”



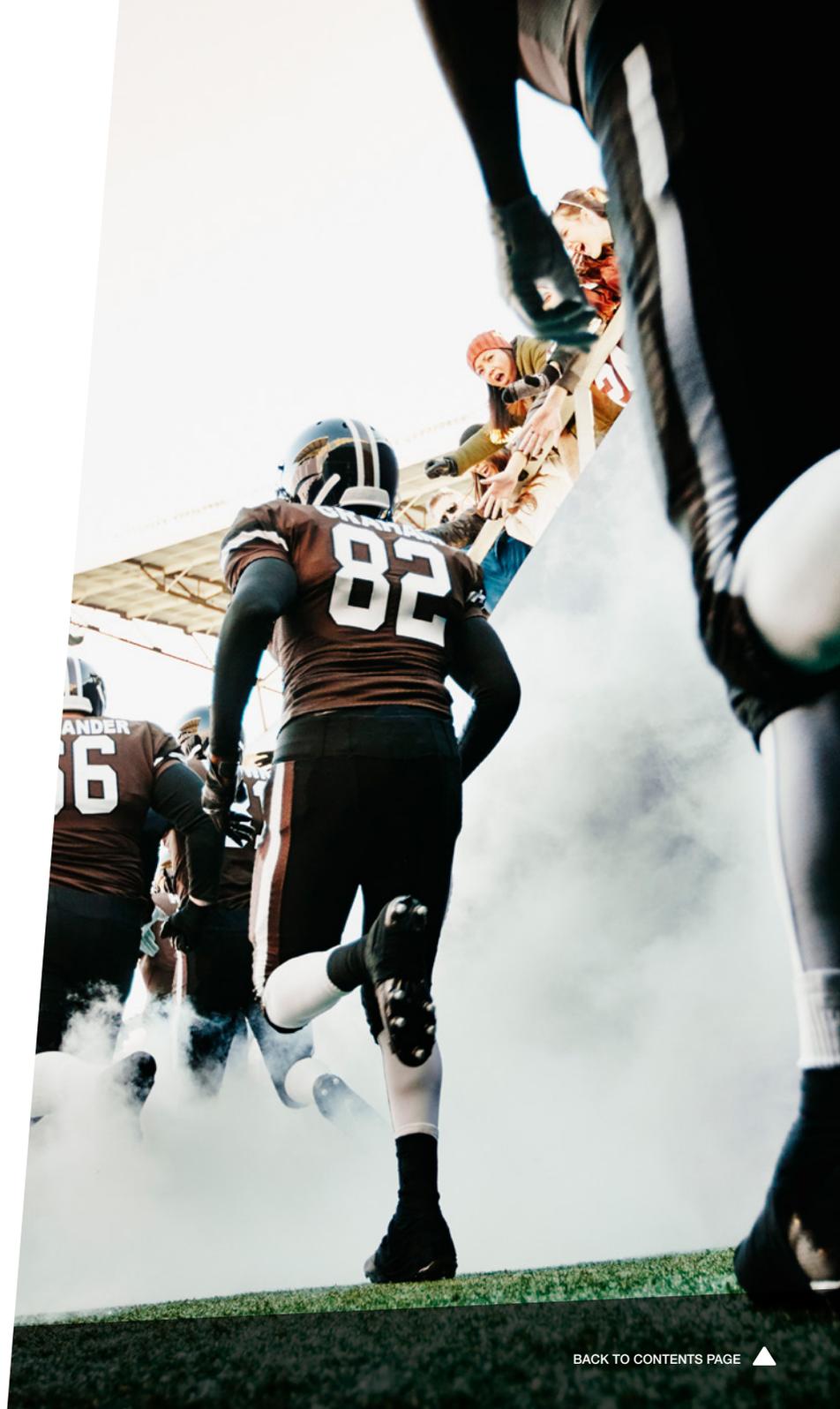
UK Mansfield Rule 1.0 “Certified Plus”





We were proud to receive the following firm accolades in 2022:

- Recognized by **Bloomberg Law's** inaugural 2022 **DE&I Framework**
- Honored by the **National Organization on Disability** as a 2022 **Leading Disability Employer**
- Named one of the best places to work for disability inclusion in the 2022 **Disability Equality Index**
- Recognized by the **Leadership Council for Legal Diversity** as a **Top Performer and Compass Award** winner for 2022
- Named a 2022 **Inclusion Blueprint Champion** by **Diversity Lab**
- Recognized by **Yale Law Women** in its 2022 **Top Firms for Gender Equity and Family Friendliness** report
- Named among Seramount's (formerly **Working Mother** magazine) 2022 50 **Best Law Firms for Women** for the eleventh consecutive year
- Received U.S. and UK **WILEF Gold Standard Certification**
- Named one of the Best Places to Work for LGBTQ Equality by the **Human Rights Campaign Foundation's 2022 Corporate Equality Index**, earning a perfect score of 100 for the ninth consecutive year
- Moved up from #43 to #22 in **The American Lawyer's 2022 Diversity Scorecard**
- Ranked fourth among the **Best Law Firms for UK Pro Bono** by **Law.com International** in 2022
- Winner of the 2022 **Edward D. Ohlbaum Volunteer Award** from the **Pennsylvania Innocence Project**
- Winner of the **Allegheny County Bar Foundation's 2022** award for our pro bono work in advancing access to justice and equality
- Winner of the **Best International Pro Bono Award** at the **LawWorks Pro Bono Awards 2022** for our work to end female genital mutilation





Our people's 2022 awards and achievements:

- Partner **Alan York** – Named to the 2022 Outstanding Top 100 LGBT+ Executives Role Model List
- Partner **Cheryl Lagay** – Named Woman of the Year by the *New Jersey Law Journal*
- Global Managing Partner **Casey Ryan** and EME Managing Partner **Tamara Box** – Named to the Heroes Executive Role Model List 2022
- Partner **Julia López** – Featured on the cover of *AI Dia's* special edition magazine on Law's Everyday Heroes as a recipient of its Top Lawyers award; also included in the *NJBiz* Power 50 list and ROI's Influencers and Manufacturing list
- Associate **Kelly Knight** – Named in the WeAreTheCity Rising Stars list 2022
- Partner **Natsayi Mawere** – Added to the Heroes Future Role Models List 2022
- Partner **Omar Alaniz** – Named a Diversity & Inclusion Champion in the *Texas Lawyer's* 2022 Texas Legal Awards
- Partners **A. Scott Bolden, Elizabeth Brandon, Amber Finch, Jason Hazlewood, Colette Honorable** and **Tyree Jones** – Named to *Savoy Magazine's* list of the Most Influential Black Lawyers
- Partner **Cristina Cardenas** and counsel **Rebeca Mosquera** – Named to *LatinVex's* Top 100 women lawyers list

- Partner **Cristina Shea** – Received a 2022 Women, Influence & Power in Law award
- Global DEI Advisor **Iveliz Crespo** – Named to *City & State's* Pennsylvania Pride Power 100
- Partner **Jennifer Cheng** – Named to *Mergers & Acquisitions'* most influential women's list
- Partners **Michelle Cheng** and **Ernie Ocampo** – Selected for the *Los Angeles Business Journal* Leaders of Influence: Minority Attorneys list

- Associate **Jonathan Andrews** – Served as a judge of the Shaw Trust's Disability Power List, representing our firm and LEADRS on the list's 2022 launch panel, the 2022 Law Society Diversity Access Scheme and the 2022 Commonwealth Youth Awards. He was appointed as the UK's sole representative on the International Trademark Association's inaugural Diversity Council, which champions and advises on DEI in the trademark profession globally, and was appointed as the chairman of the All-Age Autism Board of his home borough, Bromley, working to improve employment opportunities and life chances for those on the autistic spectrum



Jonathan Andrews



Alan York



Cheryl Lagay



Casey Ryan



Tamara Box



Julia López



Kelly Knight



Natsayi Mawere



Omar Alaniz



A. Scott Bolden



Elizabeth Brandon



Amber Finch



Jason Hazlewood



Colette Honorable



Tyree Jones



Cristina Cardenas



Rebeca Mosquera



Cristina Shea



Jennifer Cheng



Michelle Cheng



Ernie Ocampo



Groundbreaking innovation

We continually raise the bar in the legal industry for DEI through innovative thought leadership, evolving best practices, client services and partnerships, with an emphasis on learning and employee wellness.



We recognize that the greatest resource of every organization is its people, and we are committed to training our leaders to drive inclusion and remove barriers to opportunities.

In 2022, we launched many new programs:

DEI Inclusive Leadership Program - A program that provides additional training and opportunities to our partners, counsel and senior professional staff to cultivate a workplace environment rooted in teamwork, inclusion and collaboration.

The program kicked off with a quarterly webinar speaker series, featuring leading experts in DEI and inclusive leadership, with approximately 950 participants around the globe.

“The execution of the DEI Inclusive Leadership program is a great example of our firm’s collective commitment to inclusion. I found the sessions informative and collaborative.”



Colette Honorable
Partner

“The DEI Inclusive Leadership Program gave our international team members the opportunity to learn from one another and work together for the first time on a firmwide inclusion project.”



Karen Hoy
Senior Manager,
Business Development

Alumni Relations program – A strategic effort to connect our alumni to our firm, our people and to one another. In 2022, our Alumni Relations and DEI teams collaborated to host a diverse alumni panel at our annual DEI Summit, with plans to expand opportunities for collaboration in 2023 and incorporate Alumni Relations into business inclusion group strategies.

Smart Resourcing program – A program that works to proactively manage the way work is allocated to our lawyers and focuses on ensuring access to opportunities with clients, partners and experiences that support the development of high-performing and successful careers for our lawyers. Alongside the benefits of improving fairness and combatting unconscious bias in work allocation, Smart Resourcing also supports our lawyers in managing a positive work/life balance.

Family Network – Our global program designed to provide support and resources to help our people balance work and personal responsibilities. In 2022, we launched a new inclusive global family-forming benefit in partnership with **Carrot Fertility**, which covers numerous paths to parenthood, including adoption and fertility treatments.

We became a member of **Our Employers for Carers** in the UK and launched our **Carers Network**, which gives our personnel access to training and networking events, as well as online access to an expert personalized platform, including toolkits for line managers and resources for carers. We also created our **Family Network committee**, which promotes and raises awareness of the support we provide for our personnel with caregiving responsibilities, such as caring for elderly parents, siblings, young children and dependents with disabilities.





Driving diversity, equity and inclusion through client relationships

Our **Client Inclusion Leader (CIL) program** works to strengthen our client relationships and collaborates with clients on DEI initiatives.

Our Microsoft client team, led by partners David Boutcher (client relationship leader) and Mildred Segura (CIL) work throughout the year to use DEI as a touchpoint between our organizations. Microsoft awarded us the Law Firm Diversity Program Bonus for fiscal year 2022. David and Mildred have leveraged DEI issues with Microsoft for over five years, naming Microsoft as the recipient of our DEI Client Impact Award in 2018.



David Boutcher
Client Relationship Leader



Mildred Segura
Client Inclusion Leader





DEI reciprocal mentoring program

Our mentor/mentee pairings increased from 25 in 2018 to 88 in 2022.

Mentor pairing Christian Castile and Casey Ryan answered the question “How valuable has the experience been?”

“In particular for mentees, the program has had a profound impact on how they approach managing individuals and teams and the firm so that decisions are made with consideration given to how they will impact a diverse range of colleagues. I enjoyed the program in part because it demonstrates that the firm is actively listening to underrepresented attorneys as it thinks about leadership decisions.”



Christian Castile
Associate

“The program demonstrates that the firm leadership is serious about the commitments they’ve made to DEI efforts. There’s a real intent to understand what is going on with junior-level diverse associates. Christian and I now know each other really well, and that wouldn’t have happened outside of the program.”



Casey Ryan
Global Managing Partner

Let’s talk webinar series

In 2022, we launched a quarterly DEI CLE series open to all our personnel, clients, stakeholders and community partners, to help drive DEI across the legal industry and beyond.

This year’s topics included microaggressions and bias; allyship and privilege; developing diverse teams; and gender, identity and equity.

Over 500 Reed Smith personnel, clients and community partners registered for the series.

Feedback:

“This was an excellent program. You did an excellent job educating me and inspiring me to be more aware. One of my main takeaways is the realization that language may need to change to be more inclusive.”

“So thankful to Reed Smith for making these programs available to clients. Fantastic content that really sets Reed Smith apart from other law firms.”

“This is one of the best DEI programs I’ve attended in years.”





Inclusivity Included podcast series

In 2022, we published **15** episodes which received **2815** downloads

Powerful personal stories that create candid discussions around DEI

Since its inception in 2020, *Inclusivity Included* has been downloaded more than 7,500 times

Top four downloads of 2022:

Listen to [Autism acceptance and benefits of neurodiversity](#)



Listen to [At the intersection of DEI and talent development](#)



Listen to [Building a diverse talent pipeline](#)



Listen to [Inspiring leaders: Colette Honorable](#)





2022 DEI Summit

More than 500 attendees participated in our sixth annual DEI Summit, the theme of which was **All Rise**.

“For us to ‘**All Rise**,’ it’s not enough to want to create opportunities; we need to be willing to tear down systems that hold up oppression and build new systems that lead us to equality.”

Deborah Archer, President of the American Civil Liberties Union; Professor of Clinical Law and Co-Faculty Director of the Center on Race, Inequality, and the Law at NYU School of Law; and opening speaker at our 2022 DEI Summit



■ Deborah Archer with Iveliz Crespo (left) and John Iino (right) at the 2022 DEI Summit

Summit feedback:

“Wow! What an amazing event. I wanted to send a note to say a huge thank you for including me in the extraordinary few days in Austin for the Reed Smith Diversity Summit. It was an incredible opportunity to meet lots of people and hear feedback on our work, as well as continue this conversation across the firm and beyond.”

Client feedback:

“Thank you for hosting such a wonderful event. Truly appreciate the partnership and work that we do together.”

Panels included:

- A global perspective on using technology to advance equity
- A critical look at how language influences the way we think and act
- How organizations can combat the growth of antisemitism
- The effects of world events on suicide and mental health in today’s workforce

Read more about our 2022 DEI Summit





2022 Mental Health Summit

We hosted our second Mental Health Summit, where panelists provided insights into mental health issues in the workplace and what law firms, organizations and attendees can do to improve their own mental health and mental health in the workplace.

Panelists discussed:

- **Lesser-considered ramifications of the pandemic and global events** - The aftereffects and uncertainty about the pandemic and world events continue to take a toll on employees' mental health.
- **Psychological capital in the legal industry and other high-stress professions** - The focus of mental health professionals has shifted from solely what makes people unwell to what makes people thrive.
- **Corporate responsibility for employee mental health and well-being** - We examined the role that employers play in reducing stigma and promoting employee mental health and well-being.

2022 Disability Inclusion Summit

Our third Disability Inclusion Summit marked the 10-year anniversary of our disability business inclusion group, LEADRS.

We reflected on the societal progress in DEI over the last decade and recognized the contribution of individuals and organizations that have helped nurture and progress inclusive thinking.

Topics discussed included:

- The importance of digital accessibility and environmental, social and governance awareness
- Challenges faced in bridging the gap in mindset from disability to ability
- The role of affinity groups in shaping DEI policy and practice
- The importance of storytelling and sharing experiences
- Looking ahead to the next generation and how their voice will influence the business environment





Major, Lindsey & Africa/PwC in-house counsel holiday celebrations

We co-sponsored and co-hosted the annual African-American GC Holiday Party with Major, Lindsey & Africa and PwC in New York and Chicago. Guests enjoyed a festive evening of canapés, cocktails and conversation, and connected with fellow Black GCs, CLOs, heads of legal, deputy counsel and corporate board directors.





Equity

We ensure equity is woven into the fabric of our firm by continuously assessing policies, practices and procedures, both formal and informal, to ensure they are equitable and free of bias.



Assistive technology liaison

In 2022, we appointed our first assistive technology liaison, Chief Information Officer Steve Agnoli. Steve and his team began reviewing application programs and working with external vendors to ensure that our content is accessible and that we have updated digital technology in place to drive our accessibility goals forward.

"I am honored to act as the firm's assistive technology liaison, helping to drive our digital accessibility capabilities forward and bring a more accessible future into use here at Reed Smith."



Steve Agnoli

Our steps to improve our digital accessibility capabilities include:

- Making assistive listening devices available in office conference rooms
- Assessing the digital accessibility capabilities of vendor solutions of new and upgraded software tool deployments
- Defining internal standards for web systems development that incorporate accessibility
- Incorporating new functionality of cloud-based tools to address accessibility needs

Billable hours policy

We introduced our Billable Hours Crediting Policy in 2021, which recognizes up to 50 hours of time spent annually on DEI, REAP and WINRS activities for all our timekeepers and contributes toward our firm's existing 140 hours of billable credit for non-billable work.

The total number of creditable **DEI non-billable hours** increased from **9,755** in 2021 to **12,328** in 2022

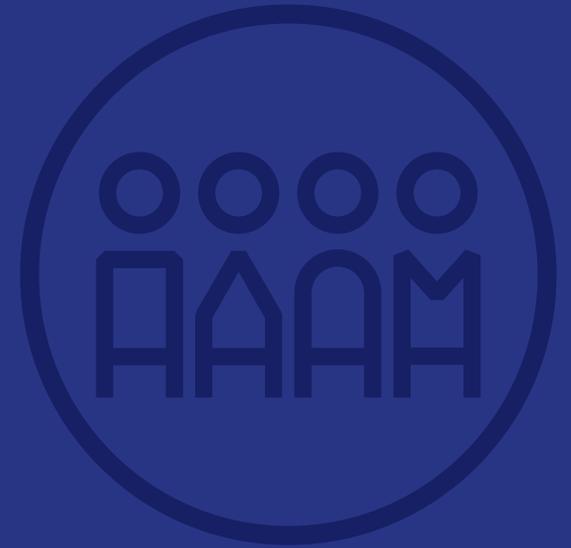
Pay equity gap report

Our gender pay gap report is a reflection of the current position of our firm's journey toward creating a completely egalitarian environment for all our personnel.

For the third year running, although not mandatory, we have chosen to report our ethnicity gap. We have gone a step further by reporting for the second year our disability pay gap figures as part of our continued commitment to transparency for all areas of DEI.

[Read our gender pay gap report](#)





Representative diversity

We aspire to have a workforce representative of the populations we serve and the communities in which we live and work.

Recruitment

We are committed to supporting a variety of pipeline initiatives directed at diverse students entering the legal profession, even before they start law school, and continuing through graduation and beyond.

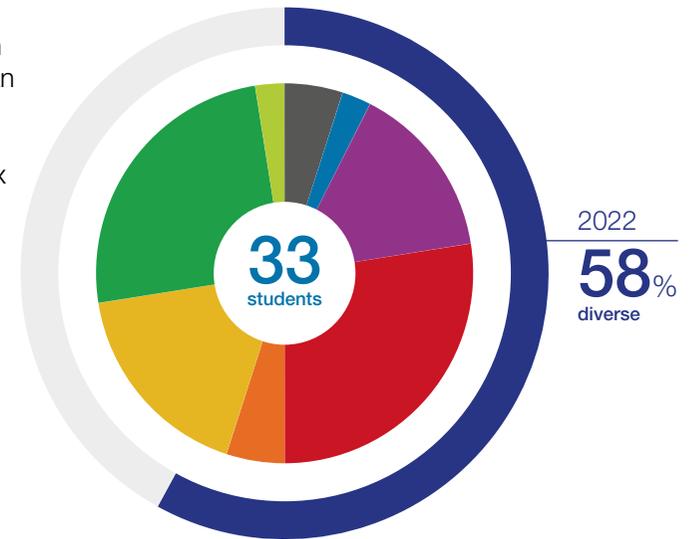
We provide diverse law students with the tools and opportunities to succeed in law school and in the legal profession through our participation in diversity initiatives.

A total of **57 students** participated in our summer associate program.



Our 2022 diverse U.S. summer associates

- 2 Middle Eastern
- 1 American Indian
- 6 Asian
- 11 Black
- 2 Hispanic/Latinx
- 7 Multiracial
- 10 LGBTQ+
- 1 Veteran



** Please note that when calculating diversity, some individuals fall into more than one category, but have only been counted once. Also, gender is not included in these diversity figures.*



Deborah J. Broyles Diverse Scholars program

Our Diverse Scholars program launched in 2002 and was renamed in 2016 to honor our late partner and global director of diversity and inclusion Deborah Broyles. Deborah was a trailblazer in diversity efforts in the legal profession, and her contributions to promoting diversity in the profession and throughout the United States were significant and transformative.

We were pleased to announce that second-year law students Jade Peeples and Crystal Armstrong each received our 2022 Deborah J. Broyles Diverse Scholars Award.



Deborah J. Broyles



Crystal Armstrong



Jade Peeples

Broyles Memorial Scholarship

We are a contributor to the Broyles Memorial Scholarship, established in Deborah’s memory by her friends, who made donations to set up the scholarship with California ChangeLawyers.

We were proud to announce **Alexis Tatum** as a 2022 ChangeLawyers scholar. Alexis is a first-generation college graduate and an entering 1L at the University of California, Berkeley, School of Law. She is driven to lift as she climbs by seeking out a career that satisfies her desire to learn and makes a positive impact in her community and family.

1L Diversity Fellowship programs

We hire diverse first-year law students for our summer associate program every year. In 2022, we participated with the Leadership Council on Legal Diversity in having six 1L scholars in Dallas, Houston, Pittsburgh, Philadelphia and San Francisco.

Our 1L LCLD Scholars program

Our firm is among the original 2009 co-founders of the Leadership Council on Legal Diversity (LCLD), which today includes more than 350 members serving as general counsel at major corporations or managing partners of leading U.S. law firms.

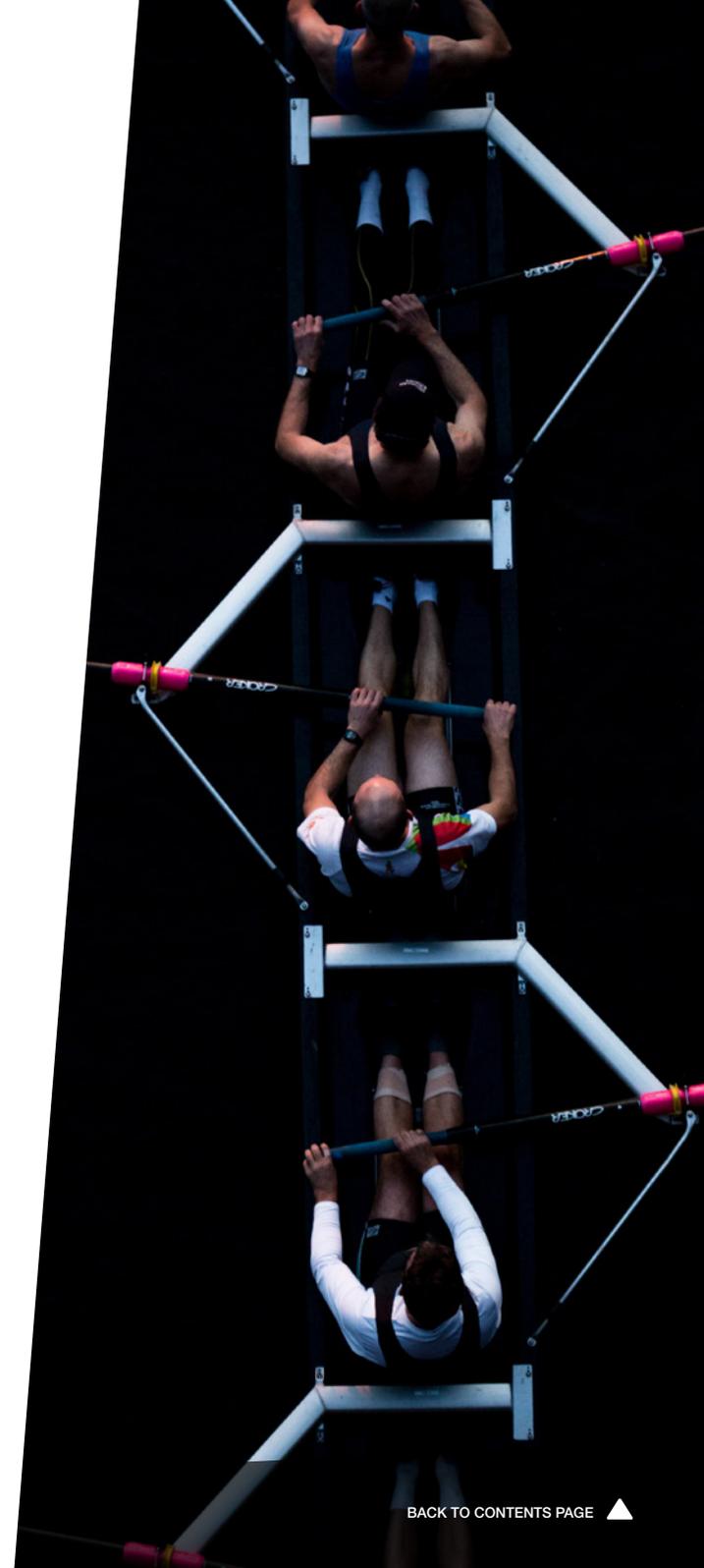
The 1L LCLD Scholars program is designed to strengthen the legal pipeline by expanding the number of opportunities for diverse first-year law students. The program offers students the opportunity to work side by side with our lawyers as part of our summer associate program.

“My 1L LCLD experience at Reed Smith was an invaluable opportunity to learn about law firm culture, grow my skills as a future lawyer and interact with so many talented and helpful members of the Reed Smith community. I appreciate the firm’s inclusivity and the many programs and events available to make sure everyone is heard and represented.”



Erin Apsokardu

1L in Philadelphia, Cornell Law School





1L LCLD Scholar of 2022 Emily Chang, is a student at The University of Texas School of Law and will be returning to join us as a 2L summer associate for the 2023 program.

“One of the reasons I applied to Reed Smith was the clear commitment to increasing diversity in the workplace. The best part about my summer at Reed Smith was the ability to be involved in the business inclusion groups. I was able to attend events for PRISM, WINRS and PAALS and felt included and welcome from day one by all the groups, as well as everyone in the Dallas office.”



■ Emily Chang





Historically Black Colleges and University (HBCU) law schools

As part of the implementation of our Racial Equity Action Plan (REAP), we expanded our footprint in 2022 for recruiting to include all HBCU law schools, to help increase the pipeline of our diverse talent and to develop and maintain our relationship with those law schools.

2L Diversity Fellowship programs

Each year we hire diverse second-year law students for our summer associate program. In 2022, four 2L scholars participated in our 2L fellowships which included The Dinisa Hardley Folmar Fellowship partnered with Southern University Law Center and The Hershey Company, Citizens Financial Group Fellowship in our NY office, BNY Mellon Fellowship in our NY office, and our Managed Care Fellowship in our Chicago office.

LCLD Fellows and Pathfinders

The LCLD Fellows program is an intensive, yearlong professional development program that mentors the legal industry’s diversity leaders of tomorrow. The program is designed for lawyers with eight to 15 years of experience and connects high-potential lawyers with leading general counsel and managing partners.

The LCLD Pathfinders program is tailored for lawyers with three to five years of experience. The program provides practical tools for developing and leveraging professional networks, leadership skills and career development strategies.

Partner Ashley Jordan is our LCLD fellow for 2022.

“I had the privilege of serving as the firm’s 2022 Fellow. The Fellowship Program offers an unparalleled opportunity to rub shoulders with top in-house and outside counsel, make new friendships, expand your network, and meet future potential clients and referral sources. I highly recommend it.”



Ashley Jordan
Partner

Associates Jason Angelo and Christian Castile were named as our 2022 LCLD Pathfinders.



Jason Angelo
Associate



Christian Castile
Associate

“

I enthusiastically recommend the LCLD program. Despite being a ‘pandemic’ fellow, I made some genuine connections with a powerful network of in-house and law firm attorneys across the United States and regularly stayed in touch with them, as a result, I have developed meaningful business opportunities for myself and the firm.”



Julia López
Partner



Inclusion and belonging

Our workplace environment is rooted in teamwork and collaboration, where everyone's thoughts, perspectives and opinions are valued.



WINRS *Women's Initiative Network*

“

Creating an environment where our women lawyers have equal opportunity to excel is critical to Reed Smith’s culture and values.”



Cristina Shea
WINRS Global Chair

WINRS Partner Meeting

After a long pandemic hiatus, our women partners enjoyed reconnecting at a dinner and meeting at the annual partner’s meeting in Boca Raton.





WINRS Mastermind Program

Launched in 2020, the WINRS Mastermind program is designed for a small cohort of promotion-bound women and provides participants with essential skills, a community of support and professional coaching to thrive in their professional lives and continue their upward trajectory in our firm. Following great success, the program will run simultaneously in the United States and the EMEA region in 2023.



■ Mastermind event - male champions panel

New York WINRS launched its Career Confidential program, which provides an open forum where associates can share ideas and experiences about their careers, build their own professional networks and have candid discussions about achieving their career goals.



Los Angeles WINRS hosted a two-day career-building seminar that included a panel discussion with firm leadership regarding the promotion process, ample networking time and a business builder workshop with Mountaintop Consulting.

Chicago WINRS hosted a dynamic team-building workshop with Yellin Coaching focused on identifying and sharing core values while inspiring meaningful connections.

Staying visible in a remote work environment was the pertinent topic of a WINRS panel discussion, which was open to all lawyers globally. The panel featured some of our resident experts who have worked remotely since before the pandemic.





Summer series

Our WINRS 2022 Summer Series panels discussed “Wish I Knew Then What I Know Now,” “Navigating Your Career Path” and “How to Navigate Difficult Conversations.”

International Women’s Day

WINRS hosted many events across our offices globally.

- We hosted a **global fireside chat** with Judge LaDoris Hazzard Cordell, who talked about her experiences on the bench and her experiences with challenges that women and people of color face in the legal industry.
- In **Silicon Valley** and **San Francisco**, we hosted an event with Professor Rhonda V. Magee, who spoke about her work as a USF law professor and teacher of mindfulness for lawyers. She also discussed her latest book on social justice, *The Inner Work of Racial Justice: Healing Ourselves and Transforming Our Communities Through Mindfulness*.



■ Professor Rhonda V. Magee, speaking about her work

- In **Miami**, we partnered with the Miami-Dade Bar Young Lawyer Section and the Miami-Dade Florida Association for Women Lawyers to host a panel discussion on mentor/mentee relationships, how to become a proactive manager of your career, professional development and self-advocacy.



■ Miami panel discussion





WINRS

Women's Initiative Network

- In **Chicago**, we hosted the third annual Theresa L. Davis Mentorship Awards, with guest speaker Dr. Kamel Hothi OBE. The award is presented to a partner or counsel who exemplifies Theresa's tireless efforts in mentoring and developing associates and encouraging pro bono work, and her commitment to helping diverse lawyers. Partner Maryanne Woo was our 2022 winner.



■ Maryanne Woo (left)

■ Dr. Kamel Hothi OBE

- In **New York**, we teamed with our Pro Bono Committee to host a presentation and lunch with #HerJustice, a group that assists women living in poverty in New York.
- In **Munich**, we held a virtual panel discussion (#BreakTheBias) attended by our lawyers and clients in which breaking through structural biases was the topic of the day.





Business inclusion groups

Our business inclusion groups (BIGs) share one common mission: the recruitment, retention, business development and professional development of diverse talent. Each BIG works to increase and support the growth of its members, and endeavors to provide them with training, resources and other professional development opportunities and skills to prepare them for leadership positions within our firm.

A photograph of two individuals performing acrobatic stunts on a rooftop. The person on the left is in a handstand position, wearing a white long-sleeved shirt and black pants, with one leg extended horizontally. The person on the right is also in a handstand position, wearing a white t-shirt and dark blue pants, with their legs extended vertically. They are holding hands, creating a bridge between their two stunts. The background shows a city skyline under a clear blue sky, with vertical architectural columns in the foreground.

PRISM

LGBTQ+
Business Inclusion Group



PRISM LGBTQ+

Business Inclusion Group

PRIDE month

Our pride in the LGBTQ+ community

Actionable Allyship Panel

Amid attacks on the rights and safety of the LGBTQ+ community and other marginalized communities, we held a panel for PRISM members and allies to discuss what being an ally means, what true allyship looks like and how to support truly inclusive workplaces.

The panel included many of our BIG leaders and demonstrated that strong community support from our allies is critical to the well-being of the LGBTQ+ community.

Some key takeaways included:

Discrimination and exclusion come in many forms that create an intersectionality. No group has a monopoly on oppression.

Understanding each other's challenges is a key part of being allies for one another.

Everyone has some form of privilege and can exercise it to the benefit of others.



“

Great company culture is so important to me. Reed Smith really values the diversity of their staff and invests in the growth and development of their people. I feel truly supported, enabled, celebrated and part of a team that appreciates my contribution.”



Will Buckley
Graduate Recruitment and Development Officer



PRISM

LGBTQ+
Business Inclusion Group

Fireside chat with Lambda Legal

Partner Alan York and representatives from Lambda Legal explored the legal battles that currently face the LGBTQ+ community and the potential next wave of challenges that the LGBTQ+ community may encounter in our U.S. legislatures and judiciary.

Lavender Law Career Fair

Members of the PRISM leadership team attended the 2022 Lavender Law Conference in Los Angeles and met with law students from around the country during the conference's annual career fair.



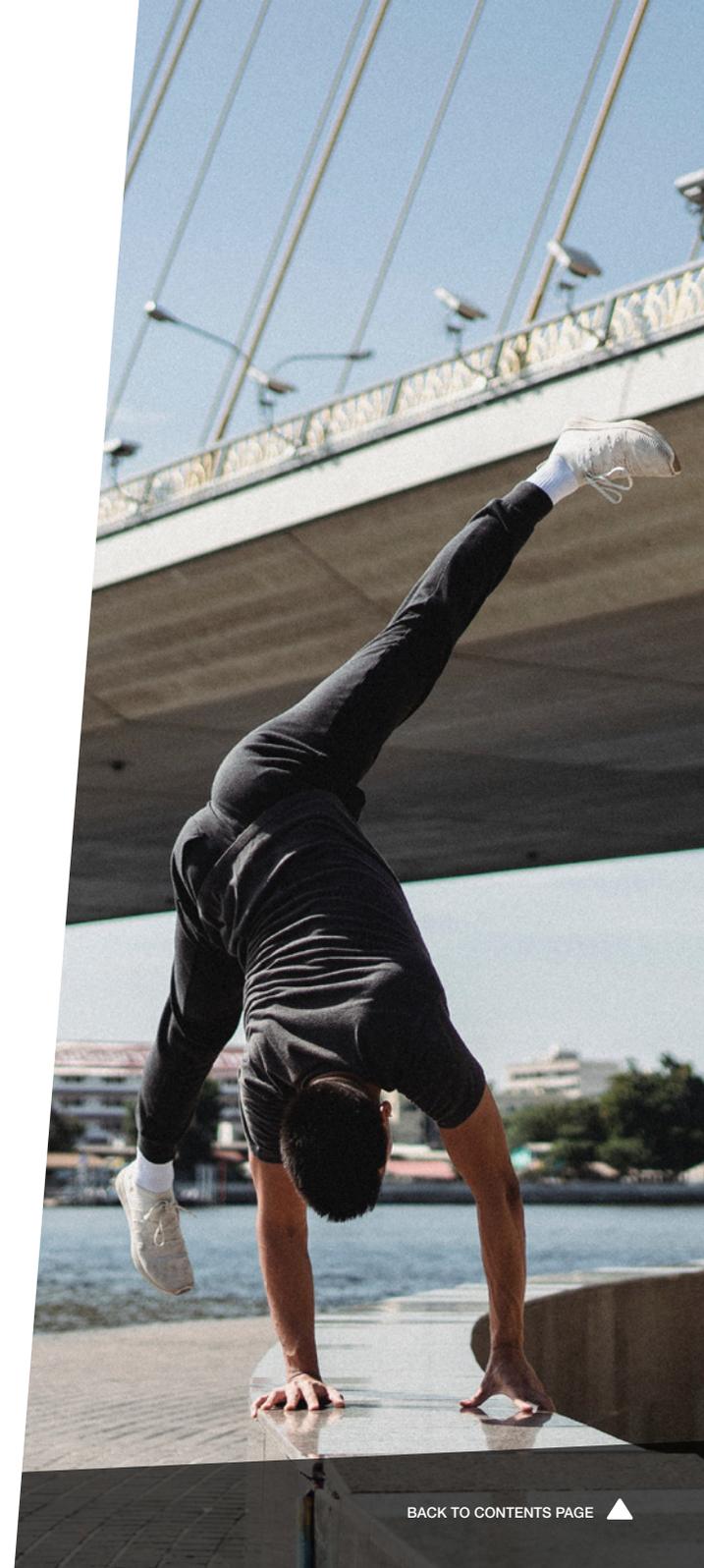
■ Alan York, Nat Ochoa, Christian Castile and Omar Alaniz at the Lavender Law career fair

Roundtable: The intersection of local business and diversity

In partnership with Out Leadership, PRISM and our client relationships team co-hosted a dinner in Houston for firm clients and business members of Out Leadership. The roundtable conversation focused on the state of LGBTQ+ equality in Texas and how businesses can help to drive change.

Asia PRIDE

In support of the LGBTQ+ community, our Asia offices celebrated PRIDE month by hosting colorful tea parties with rainbow cakes, macarons and snacks.





PRISM

LGBTQ+
Business Inclusion Group

Pink Friday

Our Asia offices participated in Goldman Sachs' annual Pink Friday initiative, joining over 100 organizations across the region and various industries to support the LGBTQ+ community.



"It was a wonderful experience to speak openly and educate each other about the issues that face our LGBTQ+ colleagues and the community as a whole."

Asia PRISM





PRISM LGBTQ+

Business Inclusion Group

Warwick PLAN

We are a proud founding and Prestige Sponsor of LGBTQ+ student careers society Warwick PLAN, which won DE&I Society of The Year at Bright Network's SOYA awards in its first year.

In 2022, we hosted an LGBTQ+ Early Careers Summit in partnership with Warwick PLAN at our London office. The event included a panel on LGBTQ+ inclusion in the legal profession, an application masterclass and a presentation by leading UK LGBTQ+ charity Mermaids on Trans Inclusion.



■ LGBTQ+ Early Careers Summit

"As one of the founding sponsors of the Warwick Professional LGBTQ+ and Allies Network, Reed Smith has been integral to the success PLAN has experienced since its inception. As Warwick PLAN's first-ever Prestige Sponsor, the firm worked tirelessly with us to provide accessible and prestigious opportunities to our members."

Warwick PLAN

Aspiring Solicitor's Pride

We were delighted to be the headline sponsor of Aspiring Solicitor's Pride, an event held to celebrate DEI in the industry and inspire the next generation of LGBTQ+ solicitors.

National Student Pride

We are proud sponsors of the UK's largest LGBTQ+ annual student event, National Student Pride, which focuses on developing skills and kick-starting the careers of LGBTQ+ youth.



■ Careers summit attendees with PRISM co-chairs Will Buckley, Nicolas Walker and Tom Gates





LEADRS

Disability Business Inclusion Group

LEADRS

Disability Business Inclusion Group

Celebrating 10 years of LEADRS

LEADRS has grown from a handful of members to more than 200 members around the globe, created a community of supportive individuals, launched in Asia and won numerous awards for its work, among many other achievements.

Project Ability

Rolled out in 2022, Project Ability serves as a model to encourage the recruitment, development and retention of people with disabilities.

The concept of the project is to work with like-minded clients to develop an innovative disability DEI legal service that clients buy into and commit to using, thereby increasing opportunities for our lawyers with disabilities, as well as their team members with disabilities.

"We want to encourage and support people with disabilities to become leaders; to focus on ability, not disability; and to use policies to change attitudes and practices and eliminate stigma and discrimination."



Vaibhav Adlakha
Associate

Sign language course

We offered a well-received 10-week course of American Sign Language classes to our U.S. employees.

Feedback included:

"Learning basic phrases and greetings was the most valuable because they can be used in everyday conversations."

"Seeing everyone participate on video was a very engaging experience."

“

Celebrating 10 years of LEADRS is a huge milestone for us. But it is only the start of our ambition to make our firm and the legal industry more disability confident and inclusive. We have learned a lot over the last decade and expect to continue to do so as the conversations around disability evolve and mature.”



Carolyn Pepper
LEADRS Chair



LEADRS

Disability Business Inclusion Group

We hosted the St. Anthony Vocational Training program for college students with disabilities. The students attended our Pittsburgh office once a week during the 2022/2023 school year. They developed valuable job skills and received training related to working in a professional environment.

"I love seeing the vocational students. They are always smiling and happy to be here. It brightens my day."



Joanne Christopher
Senior Manager, Human Resources

Student feedback:

"Reed Smith prepared me to go to work in an office environment in the courthouse. In my current job, I often need to sort and deliver mail. I am good at this because of my experience with Reed Smith. It really made me prepared for the job world."

Connor

"I like scanning mail, restocking galleys and shredding projects. I like that it's open, and I enjoy the company of the people there who are very welcoming and accepting of me."

Charlie





LEADRS

Disability Business Inclusion Group

Career webinar

We held a joint U.S./UK webinar event for high school students with disabilities to showcase career opportunities. Our personnel talked about their disabilities to demonstrate that people with disabilities can have successful careers with professional services organizations.

BBC's 50:50 Equality Project Festival

Associate Vaibhav Adlakha took part in the Reframing Disability panel for the first hybrid event that brought together hundreds of BBC teams and some of the 50:50 Project External Partners who shared success stories and best practices to continue to drive change together. Panelists discussed what broadcasters and organizations can do to improve the representation of contributors with disabilities and talent in media content.





Inclusivity Included podcast

Listen to [Why organizations need to be disability confident, and how to make that happen.](#)





mental**health**
taskforce



mentalhealth

taskforce

Substance Use Awareness Month

The National Institute on Drug Abuse reported, after decades of research, that addiction is now understood to be a chronic, treatable brain disorder from which one can recover.

In 2022, we hosted a session titled **Empowering our health and breaking free from unhelpful habits.**

Patrick Krill, a leading expert on mental health, addiction and well-being in the legal profession, addressed what well-being means in the context of the legal profession and shared his most recent research and findings.

Suicide Prevention Month

The attention we place on mental health is important to reduce the stigma that prevents people from seeking assistance when they are in crisis. We continue to raise awareness by observing Suicide Prevention Awareness Month and providing mental health resources, training and speaker events.

Mental health employee assistance programs

We offer counseling with licensed professional counselors for our personnel and their immediate families for stress, anxiety, depression, substance use, anger, grief and other work/life balance issues. The service is confidential, available 24/7 and free.

Mental health first aider training

“Having mental health illnesses myself, I know the importance of having support from colleagues. I became a mental health first aider so that I could support others within the firm who were also maybe trying to manage their illnesses or issues in silence.”



Carole Mehigan
Responsible Business Manager

Our **Mental health first responders** are firm volunteers who are there to support colleagues who find themselves in mental distress. They provide kindness, care and support and can assist in quickly contacting the firm’s mental health resources.

New training sessions in 2022 included:

Talk Saves Lives – Personnel learned how to respond to, and about resources available to support, colleagues who might be in crisis.

Mental health first aid – Personnel were taught how to identify, understand and respond to signs of mental illness and substance use disorders.

Mental health movie nights

In 2022, we hosted movie nights and post-movie discussions, showing movies with mental health-related themes.



“

It feels as though every day we hear stories about the devastating impact mental health disabilities can have on individuals and their loved ones. This, in my view, makes the work of our Mental Health Task Force (MHTF) more important than ever. I am so proud of the work our MHTF members have accomplished together. We are working to create the change that we want to see in the world.”



Mark Goldstein
MHTF Chair





UNIDOS

HISPANIC | LATINX
BusinessInclusionGroup



HNBA Annual Conferences

Our members were among over 800 in-house counsel, law firm, government, solo lawyer and law student attendees at the Hispanic National Bar Association’s (HNBA’s) two annual conferences, the Corporate Counsel Conference and Annual Convention, which celebrated 50 years of making an impact in the Hispanic/Latinx legal community.

As HNBA national finance director, Julia López raised more than \$3 million for the organization in 2022. Julia delivered remarks at several evening events at both conferences and moderated a panel titled Multidistrict Litigation: Nuts & Bolts, Trends, and Diversity in MDL Leadership.



■ UNIDOS members at the Annual Convention



■ UNIDOS members at the Corporate Counsel Conference

HNBA Region 12 Summit

Several of our Texas lawyers attended the HNBA’s inaugural Region 12 Summit in Austin.



■ Partner Francisco Rivero (left) attended the HNBA Region 12 Summit

HBA-NJ Scholarship Gala

At their 2022 gala, the Hispanic Bar Association of New Jersey (HBA-NJ) announced it had awarded \$50,000 in scholarships and added another \$55,000 to the HBA-NJ Scholarship Endowment, which was created in 2019 by past president and partner Julia López.



■ Nkora Carr and Julia López





GSBA Gala

UNIDOS and STAARS co-sponsored the Garden State Bar Association (GSBA) Gala. A portion of our sponsorship will help fund the GSBA's newly created law student scholarship endowment, which will help support African Americans and other students of color in their quest to attend law school.



■ Partner Stephanie Wilson and Associate Austin Skelton attended the GSBA Gala

HBA Austin

Associate Roswill Mejía completed her term as the president of the Hispanic Bar Association of Austin (HBAA). She will continue to serve as an officer on the board of directors for HBAA and the HBAA Charitable Foundation as immediate past president, where she will continue to assist in the management of HBAA and its affairs.



Roswill Mejía
Associate

HBA-NJ Installation of Officers and Trustees

Partner Melissa Geist, associates Owen Gonzalez and Walter Atencio, along with HBA-NJ past president and partner Julia López, attended the HBA-NJ's 43rd Annual Installation and Swearing-In Ceremony at the Park Chateau in East Brunswick, New Jersey. Owen Gonzalez was sworn in as a trustee of the HBA-NJ.



■ Partner Melissa A. Geist, associate Owen Gonzalez, HBA-NJ's past president and partner Julia López, BNY Mellon corporate counsel and alum Leidy Gutierrez and associate Walter Atencio



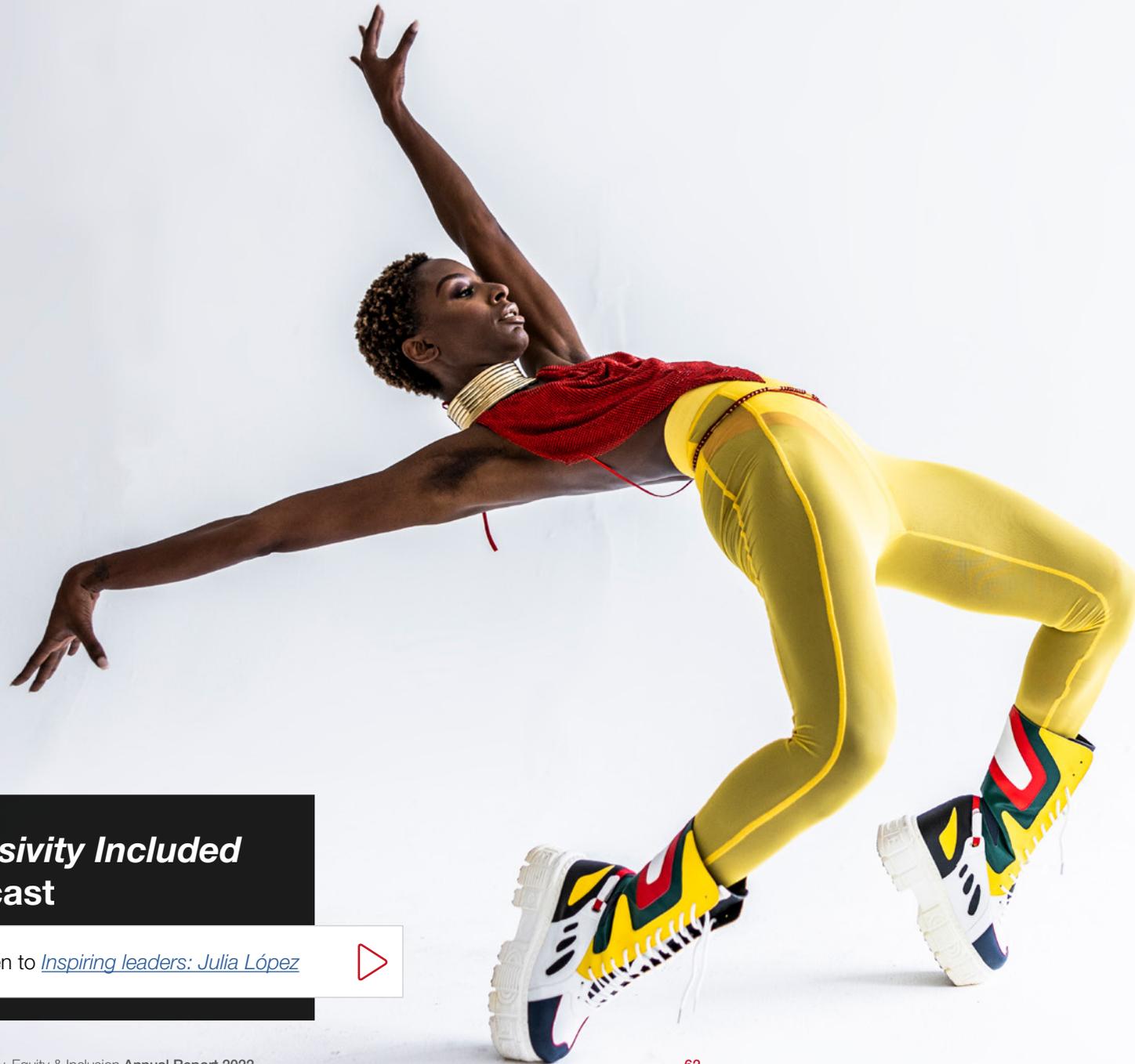


Hispanic Heritage Month Celebrations

We held many events across our offices in celebration of Hispanic Heritage Month, these included:

- UNIDOS members learned about the culture and history behind Mambo dancing and its music, as well as some basic steps, from dance teacher Natasha Tia.
- Our Los Angeles office hosted a traditional Hispanic lunch and game of Loteria, often referred to as Mexican Bingo.
- Our Houston office hosted a lunch of empanadas, a delicious baked or fried filled pastry.
- UNIDOS and the Diversity Committee hosted a dinner and networking event at our Diversity Summit.
- Our Chicago office hosted an empanada lunch and a game of Loteria.
- Our Miami office celebrated with Mexican paletas.
- Our Tyson office enjoyed a spread of pan dulce.





Inclusivity Included **Podcast**

Listen to [*Inspiring leaders: Julia López*](#)





PAALS Pacific & Asian American
Lawyers & Staff
Business Inclusion Group

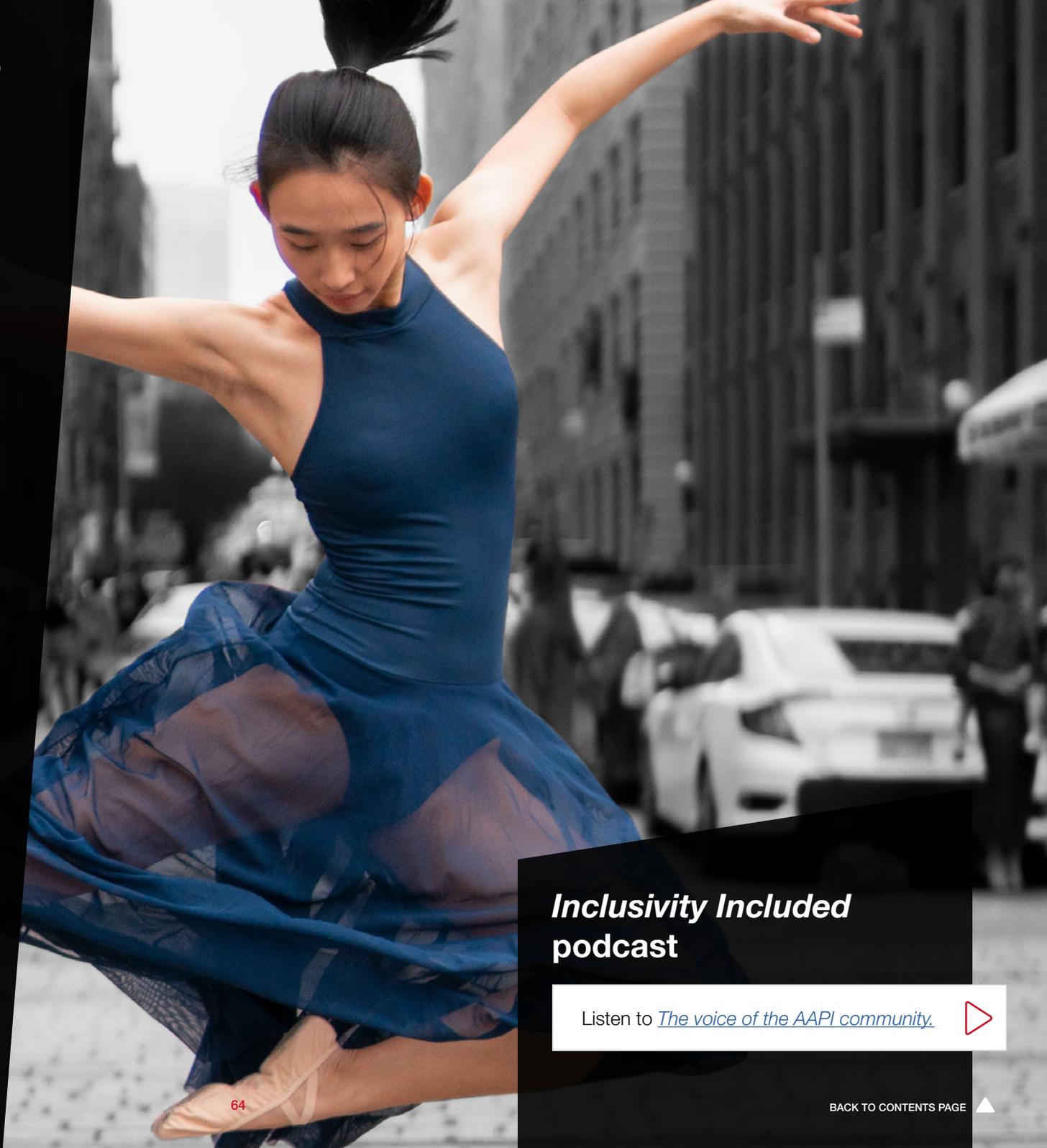


Asian American Pacific Islander Heritage Month

PAALS held a series of events during Asian American Pacific Islander (AAPI) Heritage Month to celebrate our firm's AAPI community and to educate colleagues on AAPI culture.

The events included an AAPI trivia game, an origami lesson, a CLE seminar on the topic of bias in the workplace led by guest speaker Jerry Won and a Qigong class.

To celebrate Lunar New Year we hosted a Firmwide dumpling making class which was taught by Diana Kuan, author of Red Hot Kitchen and the Chinese Takeout Cookbook.



Inclusivity Included **podcast**

Listen to [The voice of the AAPI community.](#)





PAALS

Pacific
Asian American
Lawyers & Staff
Business Inclusion Group

2022 Bar Association Events

We were pleased to sponsor the Asian American Bar Association – Chicago 34th Annual Installation Ceremony and Awards Reception. This year’s Installation Ceremony and Awards Reception featured the Honorable Edmond Chang of the U.S. District Court for the Northern District of Illinois as the keynote speaker and celebrated the nomination to the Seventh Circuit of the Honorable John Lee of the Northern District of Illinois.

PAALS leadership expands

In 2022, we grew our PAALS membership to 160 members across all offices. To ensure each office had a representative devoted to local membership, we implemented a new organizational structure that included appointments of an additional associate co-chair and professional staff co-chair as well as appointments of office liaisons throughout the U.S. Liaisons have been instrumental in helping colleagues stay in touch remotely and facilitating in-person meet-ups following the reopening of our offices.



■ PAALS members attending the 2022 National Asian Pacific American Bar Association Convention in Las Vegas.



■ Reed Smith lawyers and alums with California State Attorney General Rob Bonta at the Asian Pacific Bar Association Event in Los Angeles.



■ We were excited to sponsor the South Asian Bar Association of North America’s Annual Conference in San Francisco and co-sponsor the welcome reception with Google.





STAARS

AFRICANAMERICAN

Business Inclusion Group

“

The retreat was the most impactful experience of my legal career. I walked away feeling motivated, uplifted, excited, and fulfilled. I am reenergized and thrilled to continue to uphold the excellence of Reed Smith throughout my legal career. I am beyond proud to be an associate at Reed Smith.”



Lauren Weaver
Associate



STAARS retreat

Our 2022 STAARS retreat was themed Acting with Purpose: Strategies for Career Advancement. The retreat included a dinner, activities and a discussion with, and insight from, select STAARS partners; a keynote presentation from Precious W. Owodunni, CEO and founder of Mountaintop Consulting; perspectives from in-house counsel; and a networking reception with members of firm management.





STAARS

AFRICANAMERICAN
BusinessInclusionGroup

Black History Month

STAARS hosted an inspirational conversation with trailblazer Judge Carl E. Stewart of the Fifth U.S. Circuit Court of Appeals as he shared what Black History Month means to him and discussed his journey to become the first African-American judge on the United States Court of Appeals for the Fifth Circuit and the first African American to serve as the Court's Chief Judge.

Women's History Month

STAARS hosted a Women's History Month webinar: A conversation on the Senate confirmation of Supreme Court nominee Judge Ketanji Brown Jackson. Our panel discussed the role of women in the U.S. federal judiciary as judges and officers of the court, including the historical challenges faced by these women, as particularly highlighted by Judge Jackson's confirmation process.

National Bar Association's 97th Annual Convention

We supported and sponsored the National Bar Association's 97th Annual Convention and Exhibits in Memphis, Tennessee, celebrating and promoting the achievements of Black lawyers. Dozens of Am Law 100 law firms and Fortune 500 companies attended the event.



■ Associates Amy Depuy (far right) (chair-elect of the NBA Young Lawyers Division), Ed Fultz (center), and Oluwaseyi (Seyi) Odunaiya (far left) at the NBA 97th Annual Convention





STAARS

AFRICANAMERICAN
BusinessInclusionGroup

Corporate Counsel Women of Color 18th Annual Career Strategies Conference

Partner Colette Honorable and associates Amy Depuy and Taylre Janak represented our firm at the Corporate Counsel Women of Color 18th Annual Career Strategies Conference. The conference included seminars, presentations and a full-day boot camp aimed at creating and fostering relationships between in-house and outside counsel.



■ Partner Colette Honorable (centre) and UNIDOS partner chair Julia Lopez (right)





MulticulturalNetwork

“

I feel very privileged and proud to know how DEI in all its forms is so tightly woven into the fabric of our firm and its culture. There is always more we can and will do, but it is wonderful to see what we are doing, how much we are progressing, the change we're bringing and how much impact the MCN is having.”



Gautam Bhattacharyya
Partner

Multicultural Network

Since announcing our new co-chairs in 2021, our Multicultural Network (MCN) has gone from strength to strength.



Olivia Grant
MCN Co-Chair



Ali Ishaq
MCN Co-Chair



Clare Sutton
MCN Co-Chair

“It's wonderful to see the impact the MCN is having, and I look forward to continuing to align our pro bono work with the networks's strategic priorities.”



Rebecca Naylor
Head of Pro Bono EMEA

“Just brilliant! Thanks so much to MCN for their leadership and here's to an awesome 2023 for the MCN!”



Tamara Box,
Managing Partner EME

Black History Month

Against All Odds: In honor of Black History Month, MCN joined PRISM and LEADRS, in partnership with NOTICED, to hold an inspirational evening event with keynote speaker Maggie Alphonsi MBE, the face of international women's rugby and one of the most recognizable names in women's sports. She shared her inspirational journey to success and revealed what it means to be an inclusive leader in today's society.

Event feedback:

“This really was one of the finest events I have attended in all my time at Reed Smith. Very well done. It was a privilege to attend.”

“It was an absolute pleasure and a privilege to be part of this awesome BHM event. What an inspirational and engaging speaker we had in Maggie Alphonsi MBE! Still buzzing – well done!”



MulticulturalNetwork

MCN in conversation

We held two in-person lunchtime discussions:

- Peter Ellis, a member of the Senior Management Team and a key sponsor and driver of REAP, spoke about his career, the importance of REAP and why retention and development of our diverse talent are so important to us.
- Our senior global DEI advisor Iveliz Crespo spoke about their career and the work our core DEI team is doing to strengthen our DEI commitment and programming across our offices.



Peter Ellis
Partner



Iveliz Crespo
Senior Global DEI Advisor

Recruitment collaboration

We work closely with our London Graduate Recruitment team to support the sustained recruitment and retention of trainees from ethnically diverse backgrounds. A small team of key stakeholders meets monthly to discuss current talent attraction and recruitment processes and how these can be improved.

We supported many graduate recruitment outreach initiatives in 2022, including various vacation scheme and open day talks, inclusive interviewer training and a cultural event in partnership with Aspiring Solicitors.



RSVets

VeteranBusinessInclusionGroup





We continued our support for our military members, veterans and allies – collaborating with other BIGs and sponsoring joint programs showcasing the diversity of many of our veterans and members.

National Veterans and Military Families Month

We honoured our veterans, military family members and allies on November 11, which is both Veterans Day and Remembrance Day.

We held two live webcasts and a podcast:

- **The art of leadership:** Empowerment, resilience and picking up the piece – a well-attended webcast featuring Group Captain Clive Blount, RAF (ret.), and Captain Roy Love, USN (ret.), who shared their insights into how military leadership experiences can inform leadership within a professional services environment.
- **Dispatches from Ukraine:** A compelling live webcast featuring two Reed Smith lawyers who are military veterans interviewing two Ukrainian lawyers who suddenly found themselves serving in the Ukrainian Army in spite of having little to no previous military experience.

Military Families Appreciation Month

We held a webinar for our members to learn more about their family members' military records. Craig Roberts Scott, MA, CG, a genealogical and historical researcher for more than 35 years specializing in military records, explained how to search for family and friends and learn more about their military service.

From the Desk of RSVets

We launched From the Desk of RSVets, a new series that offers our personnel greater insight into the experiences of our service members through short, autobiographical vignettes.

One such story is that of Micah Brown, a litigation associate in our Philadelphia office who also serves as an officer in the Air National Guard. For the past seven years, he has been a member of the 139th Airlift Squadron. As a C-130 navigator, he helped resupply National Science Foundation polar research stations in the Arctic and Antarctic.





Inclusivity Included
podcast

Listen to [*Resilience, discipline and adaptability*](#) 



Annual Veterans' Legal Career Fair

We were one of the top legal employers in attendance among other law firms, corporate legal departments and government agencies. We collected many resumes from impressive candidates who have received unique training through their military service.

Associate Kathy Oviedo and legal recruiting coordinator Alexis Harder attended the Annual Veterans' Legal Career Fair in Washington, D.C., the only legal career fair devoted exclusively to veterans, active-duty service members and military spouses.



■ Kathy Oviedo and Alexis Harder at the Annual Veterans' Legal Career Fair

The National Veterans Legal Services Program

We continue to collaborate with The National Veterans Legal Services Program. Our pro bono lawyers work with clients to provide legal counsel to veterans who wish to obtain medical disability retirement status.



JEWISH INCLUSION COMMITTEE





JEWISH INCLUSION COMMITTEE

Our Jewish Inclusion Committee (JIC) got into full swing in 2022, with two events:

- A fireside chat on antisemitism. The private, firmwide conversation between our global managing partner and renowned historian professor Deborah E. Lipstadt, now special envoy to monitor and combat antisemitism, discussed what antisemitism is and provided historical context and tips for our personnel to combat it.
- A panel with PRISM on strategies for addressing hate speech. Lonnie J. Nasatir, president and chief executive of the Jewish United Fund/Jewish Federation of Metropolitan Chicago, and Jane Barry-Moran, director of research and program strategy at Out Leadership, discussed the trends and similarities in hate speech targeting the Jewish and LGBTQ+ communities, and where they see hope.



Education of Jewish identity through holiday celebrations

We used traditional food to educate our personnel about Jewish holidays and celebrations.

They shared the meaning of Passover and provided matzo (unleavened bread) in U.S. and European offices.

Pittsburgh colleagues hosted a Passover Seder-style lunch and invited all personnel to join virtually. The lunch provided a forum to share what Jewish personnel look forward to during the holiday season.

During Rosh Hashanah, the Jewish New Year, we used traditional seasonal foods – apples and honey – to share the meaning of the Jewish High Holidays in all U.S. and European offices.

We provided sufganiyot (jelly donuts) in our offices during Hanukkah, a period when Jews observe the custom of eating fried foods in commemoration of the miracle associated with the Temple oil. We partnered with client Krispy Kreme to procure sufganiyot from Krispy Kreme's kosher shops.





JEWISH INCLUSION COMMITTEE

Support for Jewish employees

In 2022, we continued to see an uptick in antisemitism. Our firm was not willing to remain silent.

Our global managing partner publicly condemned antisemitism in firmwide communications and in extemporaneous moments with our partnership. We further partnered with STAARS to jointly condemn antisemitic acts, speech and social media attacks.

We worked closely with our Senior Management Team to add key Jewish holidays to the firmwide calendar to ensure that events are scheduled on the most inclusive dates.

We partnered with the Anti-Defamation League (ADL) to join the Shine a Light on Antisemitism program. As the only law firm to join this partnership, we showcased our shared values with the ADL and 30+ other major companies.

Pro bono

In 2022, we supported pro bono initiatives that help combat antisemitism and serve Jewish communities. Our first partnership with a major non-profit is already underway.



Asia-Pacific DEI initiative





Asia-Pacific DEI initiative

Pink Revolution

Our Hong Kong office donned pink and hosted a breakfast fundraising event to support the Hong Kong Cancer Fund's Pink Revolution. For the past 23 years, we have supported this cause, which raises awareness of breast cancer and the importance of early detection. We raised HK\$20,000 at the 2022 event.



Hong Kong Legal Walk

Over 20 members of staff from our Hong Kong office took part in the 2022 Hong Kong Legal Walk to raise funds for the Hong Kong Cancer Fund, the Changing Young Lives Foundation, the Association for the Rights of Industrial Accidents Victims and HELP for Domestic Workers. We raised HK\$30,586.

Swire Spinning

In 2022, our Hong Kong office participated in an eight-hour charity spin to raise funds for Laureus Sports for Good, a global charity that uses the power of sport and physical activity to improve and support young people's mental health and well-being. The event was organized by Swire Properties for the tenants of Taikoo Place, where our Hong Kong office is located. Our spinners covered over 177 km and raised HK\$13,000.





Dress Green Day #StoptheStigma

During Mental Health Awareness Month, our Asia offices participated in a virtual Wear Green Day to raise awareness and show support.



Asia offices celebrate Diwali

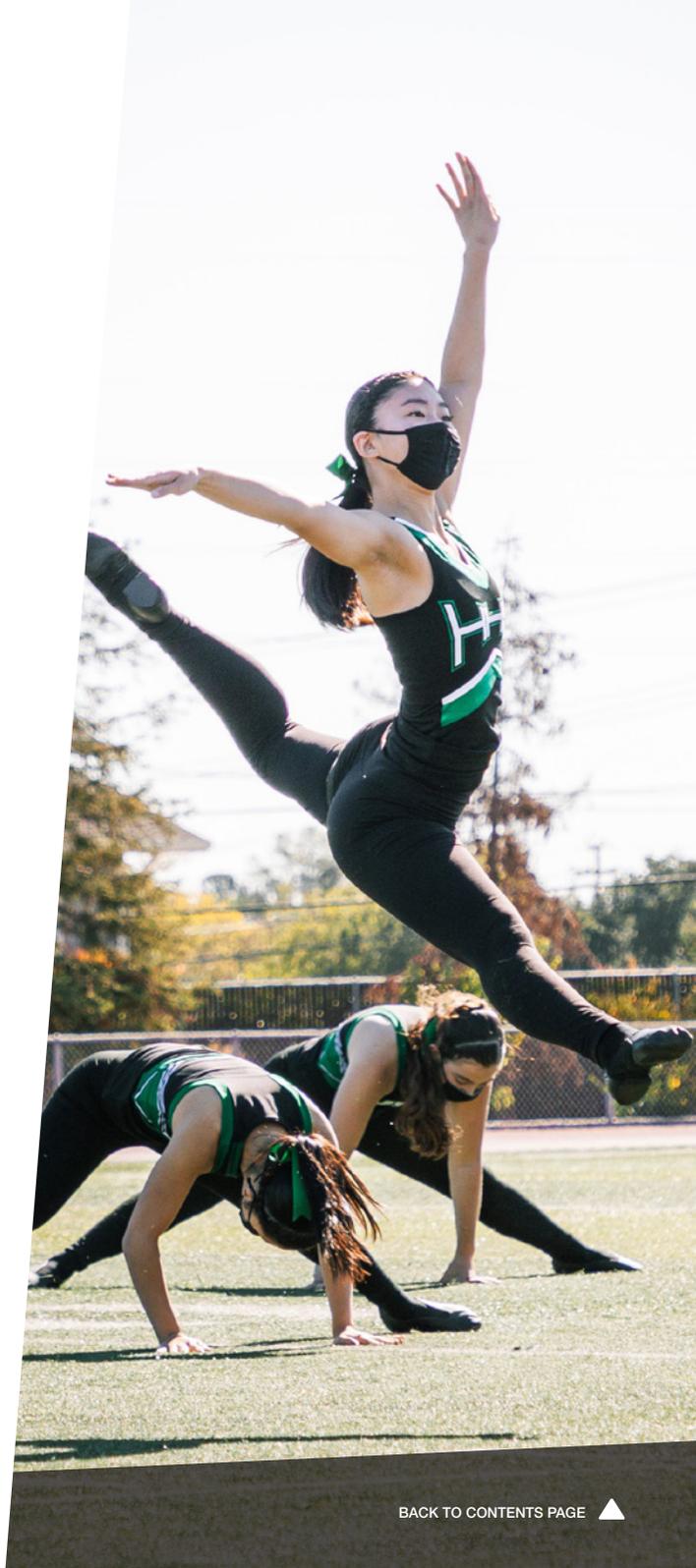
Our Singapore, Hong Kong, Beijing and Shanghai offices each celebrated the five-day Festival of Lights together. They gathered in the spirit of Diwali to learn more about the festival over food, drinks and activities.



Lifewire Annual Run

Our Hong Kong office raised more than HK\$18,000 at charity Lifewire's annual run to help children with rare medical conditions and their families who are in need of financial and emotional support.

In total, we raised more than HK\$83,000 with additional donations.





DEI Committee



DEI Committee



My projects with Reed Smith are not only staffed by diverse attorneys but also led by them. Reed Smith understands that diversity is important to my company, and to me personally. There is tremendous value in having the various perspectives of their diverse teams, especially when addressing novel and challenging legal issues.”

Hutch Hsieh, VP, AGC of Business and Corporate Operations for client Thomas James Homes



John Iino
Global Chair, DEI
Los Angeles



Sakil Suleman
Deputy of DEI – EMEA
London



Jeni Taylor
Director of Human Resources – EMEA
London



Karen Hoy
Business Development Senior Manager
Philadelphia



Iveliz Crespo
Senior Global DEI Advisor, DEI Budget Manager
Philadelphia



Dana Alvaré
Senior Global Gender Equity Advisor
Philadelphia



Ann DeGuilio
Marketing Liaison
Los Angeles



Jill Banks
Global DEI Data Administration and Brand Manager
Philadelphia



Dorian Stocking
Regional Human Resources Coordinator
San Francisco



Erica Baldwin
DEI Administrative Assistant
San Francisco



Donna Dawson
Annual Report Editor & DEI Survey Support
London



Clare Sutton
DEI EMEA Liaison
London



Reggie McGahee
Global Head of Diversity Recruiting
Washington, D.C.

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Associate Liaison



Jeremy Garza
Staff Liaison

Century City



Ernie Ocampo
Market Chair



Donna Salcedo
Counsel Liaison

Chicago



Jalen Brown
Counsel Liaison



Tim Carwinski
Counsel Liaison



Theresa Guzman
Staff Liaison

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Taylre Janak
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Shikendra Rhea
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Staff Liaison

Global Solutions – Pittsburgh

Houston



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Market Co-Chair



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Market Co-Chair

Los Angeles



Chris Rivas
Market Chair



Lavinia Osilesi
Associate Liaison



Sally Lin
Associate Liaison



Krystal Robles
Associate Liaison



Jonathan Barrera
Associate Liaison



Gilda Anderson
Staff Liaison



Heather Valencia
Staff Liaison

Miami



Eduardo De la Peña Bernal
Market Chair



Sujey Herrera
Associate Liaison

New York



Natsayi Mawere
Market Co-Chair



Han Deng
Market Co-Chair



Rebeca Mosquera
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Staff Liaison

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Michael Kostiew
Market Chair



Christine Michaels
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Hannah Lincecum
Staff Liaison

Silicon Valley



Katy Basile
Market Chair



Justine Lee
Associate Liaison

Tysons



Jennifer Cuddy
Market Co-Chair



Ehsan Sanaie
Market Co-Chair



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Staff Liaison

Washington, D.C.

Wilmington



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Lisa Walsh
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Asia/Middle East

London



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Middle East Chair



Sakil Suleman
Market Chair/EMEA
Deputy



Carole Mehigan
Responsible Business
Manager



Andrew Jenkinson
London OMP
Deputy



Karan Dhese
Marketing, events and
comms support



Jeni Taylor
EMEA – talent and
people



Alicia Millar
EMEA – talent and
people



Communications



Kristin Ekert
Senior Manager



Devon Jaffier
Senior PR Manager



Todd Leeuwenburgh
Manager



Karen Hoy
Business Development
Senior Manager

**Client Inclusion Leader
Program Administrative Team**

Diversity Survey Request Team



Jill Banks
Global DEI Data Admin
and Brand Manager



Karen Hoy
Business Development
Senior Manager



Iveliz Crespo
Global DEI Advisor



Donna Dawson
DEI Client Survey
Support

Reverse Mentoring Program Administrative Team



Linda Salem
Director of Learning &
Development - U.S.



Erin Guna
Learning & Development
Manager – U.S.



Iveliz Crespo
Global DEI Advisor



Tiffany Partlowe
Senior Manager

“

All Rise means that we are intentional in how we treat one another and proactive in making sure that we hold each other and our firm accountable for the DEI promises and commitments made. It means not only accepting differences but also nurturing them, and knowing that your success is intertwined with the success of others at every level.”



Katy Basile
Partner

Business inclusion group leadership



Asian American (PAALS)



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Century City



Courtney Byrne
Associate Chair
Century City



Andrew Lu
Associate Chair
Washington, D.C.



Doug Cameron
SMT Sponsor
Pittsburgh



Steven Agnoli
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Global Solutions -
Pittsburgh



Jack Nelson
SMT Sponsor
San Francisco



Priyesh Shah
Professional Staff Chair
Pittsburgh



Suzy Madrigal
HR Liaison
Chicago



Todd Leeuwenburgh
Regional Marketing Liaison
Washington, D.C.

Black/African American (STAARS)



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Washington, D.C.



Jarrad Wood
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Los Angeles



Rebecca Hammond
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Washington, D.C.



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New York



Jill Banks
Professional Staff
Vice Chair
Philadelphia



Alan York
Global Partner Chair
Houston



Omar Alaniz
U.S. Partner Co-Chair
Dallas

LGBTQ+ (PRISM)



Jason Angelo
U.S. Counsel Co-Chair
Wilmington



Nat Ochoa
U.S. Associate Co-Chair
San Francisco



Christian Castile
U.S. Associate Co-Chair
Philadelphia



Ryan Bass
U.S. Professional Staff
Co-Chair
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Matthew Carroccio
U.S. Professional Staff
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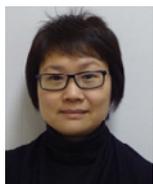
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EME Co-Chair
London



Will Buckley
EME Co-Chair
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Singapore



Ivy Cheung
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Andrew Jenkinson
EC Sponsor
London



Ann DeGuilio
Marketing Liaison
Los Angeles



Dorian Stocking
HR Liaison
San Francisco

Business inclusion group leadership



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Joanne Christopher
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Pittsburgh



Jessica Batista
Marketing Liaison
New York

Mental Health Task Force (LEADRS sub-group)



Mark Goldstein
Partner Chair
New York



Kristen Snyderman
Wellness Works Liaison
New York



Anne Dittoe
Marketing Liaison
Pittsburgh

Business inclusion group leadership



Veterans (RS Vets)



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London



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Princeton



Peter Ellis
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Jay McAweeney
Chief Sponsor
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Philadelphia



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San Francisco



Olivia Babin
Marketing Liaison
Chicago

Multicultural Network



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Nav Sahota
Deputy Partner Chair
London



Clare Sutton
Co-Chair
London



Olivia Grant
Co-Chair
London



Ali Ishaq
Co-Chair
London



Tamara Box
SMT Sponsor
London



Nita Gordon
HR Liaison Pittsburgh
Pittsburgh



Karan Dhesi
Marketing Liaison
London

Jewish Inclusion Committee



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Partner Co-Chair
Chicago



Carolyn Rosenberg
Partner Co-Chair
Chicago



Linda Rosensweig
Business Services Liaison
Los Angeles



Casey Ryan
SMT Chair
New York/ Pittsburgh

Diversity – Everyone is unique and different.

Equity – Everyone is treated fairly, while considering unique and different backgrounds and experiences.

Inclusion – Everyone shares a sense of belonging, feeling respected, valued and supported.

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