

D&I IN ACTION



Stradley is committed to diversity for many reasons: because it gives a voice to the unique perspectives of all our attorneys; because it reflects the evolving face of the legal profession; and because it allows us to provide the highest quality service to our clients who are as diverse as we are. **Most of all, though, Stradley is committed to diversity because we believe there is strength in the differences among our experiences and worldviews.**

However, this commitment has no meaning if our diverse population does not feel included. For that reason, Stradley is driven to provide

an environment in which they can flourish and advance. This environment is created through collaboration and thoughtful discussion not only among our extraordinary group of diverse individuals, but also with clients, firm leadership and other allies of our diversity and inclusion goals. **Stradley's attorneys and business professionals believe that progress can be made only in an environment where the entire firm – not just the Diversity Committee – champions diversity and inclusion of all of its members.**

We believe that our firm can be an example of the broader world in which

we would like to live – a world in which many voices are heard and in which all of them are supported and embraced. We make progress toward this goal every day and we invite you to join our efforts.

**BE AN
EXAMPLE
OF THE
BROADER
WORLD**



ENGAGING OUR CLIENTS



Meet **Prufesh R. Modhera**.

"Having teams of people with different backgrounds provides the opportunity to bring different approaches and perspectives to client issues rather than an approach mired in typical groupthink, which often occurs when there is less diversity. Our clients look to us to provide creative and innovative advice, and having different backgrounds on client teams lends itself to thinking outside of the box."



Stradley's clients are active partners in our continuing effort to innovate around inclusion. We unite with them to offer secondments, diversity scholarships, employment opportunities and leadership positions in causes and charities that matter to them, and we

invite them to speak directly to our partners and employees about why diversity is a business imperative. For example, we recently hosted three diverse in-house counsel to engage the partnership in connecting Stradley's inclusion efforts to our clients' core values.

AFFINITY GROUPS

Stradley's affinity groups enable our diverse lawyers to support one another, foster strong relationships with mentors and "champions," and strengthen personal networks. These groups enhance professional and personal

development while advancing women and men of all backgrounds. We also host two diversity dinners annually and plan to include diverse alums in those events this year.

THE DIVERSITY COMMITTEE

Stradley's Diversity Committee creates initiatives and programs to augment the firm's recruitment and retention of diverse attorneys and to ensure that Stradley is a fully inclusive place. Chaired by Brian Seaman, the committee includes three dozen diverse individuals, Stradley's board of directors and numerous nondiverse attorneys who are equally committed to this important discussion. The committee meets every eight weeks, with subcommittee meetings occurring as needed.

CORE ACTIONS AND VALUES:

To provide an empowering environment in which attorneys and business professionals can voice their ideas, concerns and experiences.

To create and deliver workplace policies and trainings that promote inclusivity and to ensure that these policies are central to the firm's vision and strategy

To engage all attorneys and business professionals in Stradley's D&I efforts to inspire meaningful change, recognizing that these efforts involve and benefit all of us.



Meet **Rebecca A. Rodrigues**.

"Throughout law school and early on in my legal career, I was surrounded by diversity champions who helped me navigate my career. I am motivated to be a diversity champion to help open for the next generation of diverse lawyers the same doors that were opened for me."

RECRUITMENT OF AN INCLUSIVE WORKFORCE

Diversity begins with recruiting. Consequently, our Hiring Committee, chaired by Marissa Parker, is laser-focused on extending Stradley's reach into diverse businesses, law schools and organizations to promote and expand diversity across the firm. Recent accomplishments include:

- **Creating and implementing a behavioral interview process specifically designed to reduce interviewer bias** and to maximize our ability to identify and hire law students and laterals who are resilient self-starters and leaders, consistent with our culture. According to those who interview with us, we are the only firm that specifically asks every candidate to describe what s/he has done to increase diversity.
- **Developing strategic partnerships** with law school diversity groups, minority bar associations, diversity organizations, consultants and clients to increase diversity recruitment and retention in every way we can.
- **Ensuring that attorneys involved in our interview panels reflect the diversity of the firm** so that they can share their unique perspectives with candidates.
- **Hosting diverse 1Ls every summer** to introduce them to Stradley prior to the start of their 2L interview season.
- **Participating – for almost two decades – in the Philadelphia Diversity Law Group**, an organization of law firms and corporate counsel created to expand the recruitment and retention of lawyers of diverse backgrounds. Stradley was a founding member of PDLG, which was created by Stradley partner Andre Dennis (Philadelphia's first African American Bar Association chancellor) and launched in 2001.
- **Hiring one 1L summer associate each year through PDLG's Fellows Program**, which offers diverse law students a path to summer employment at Philadelphia law firms and provides them with seminars and programs for training and networking.
- **Connecting diverse attorneys** with organizations that build relationships

and train leaders so that we can maximize the success of this population.

- **Taking part in the annual Philadelphia Area Diversity Job Fair** and the **Lavender Law Job Fair**, both of which connect diverse law students to law firms, corporations, government agencies and the judiciary.
- **Participating in the 1L Leadership Council on Legal Diversity Scholars Program**, which strengthens the legal pipeline by expanding opportunities for diverse first-year law students.



The LCLD named us as a **2019 Top Performer** and a **2019 Compass Award Winner**. The LCLD offers an ambitious, highly structured training program designed to build relationships and leadership skills. The yearlong invitation-only Fellows Program pairs diverse attorneys from private law firms with in-house lawyers at Fortune 500 companies to create powerful relationships and networks and to teach participants how to lead, manage and excel.

Top Performer organizations are those that are most active in the LCLD; the *Compass Award* recognizes organizations that participate annually in all of the programs the LCLD has to offer. Joe Nguyen, Marissa Parker, Brian Seaman and Mark Greer are all former fellows. Kristen Gibbons Feden was Stradley's 2019 Fellow, and Elizabeth Kuschel was named a 2019 Pathfinder. We have been a member of the LCLD since its formation in 2013.

2019

IN REVIEW

We hosted a half-day Inclusion Workshop in June 2019. This firmwide training on recognizing and combating implicit bias was conducted by VallotKarp and was attended by everyone in every office.

We launched a comprehensive diversity website that highlights the recent news, awards and accomplishments of our diverse attorneys and business professionals as well as Stradley's D&I initiatives and achievements.

We hosted multiple D&I events on topics such as the unique promotion and retention challenges of junior female associates and the evolving nature of the LGBT community.

We created a D&I brochure aimed at clients and client prospects to explain our vision, our values and our successes. Every pitch and RFP contain these materials so that those with whom we do business – or plan to do business – know what we value and why.

Stradley Elects Six to Partnership



E. Taylor Brody



Jessica D. Burt



Christine M. Friday



Elizabeth M. O'Donoghue



Adam J. Petitt



Tara M. Walsh

Success Snapshot

Caroline Gorman and Marissa Parker were appointed as vice chairs of the Business and Litigation departments, respectively effective January 2020.

We added nine diverse attorneys in 2019 and seven diverse attorneys in 2018.

In our 2018 Summer Associate Program, six of seven associates were diverse. All of these associates received offers, and all joined us as full-time associates in the fall of 2019. For the summer of 2020, seven out of ten summer associates are diverse.

2020 GOALS AND OBJECTIVES

We are committed to changing the landscape for diverse attorneys and believe it's vitally important to begin these efforts as early as possible each year. With that mission in mind, we have established the following goals and objectives for 2020:

- **Develop a comprehensive D&I strategic plan.** We will survey our colleagues on areas of opportunity and improvement, hold strategic planning sessions with the Diversity Committee and other interested parties, and use the feedback and ideas to deliver recommendations to Stradley's board of directors.
- **Continue to expand our active partnerships** with clients on their D&I initiatives. In the past, we partnered with clients on training, summer jobs, article and panel presentations, strategic plans, and social events. We will be identifying three core clients with whom to deepen these partnerships in 2020.
- **Create and implement an inclusion plan** so that Stradley's business professionals can participate more expansively in our diversity efforts. We will extend our D&I activities and opportunities to every segment of the Stradley family.
- We will launch our **One Firm, One Me** campaign, spotlighting our unique population and familiarizing colleagues with who we are across all offices.
- We will **highlight diverse commemorative months** throughout the year with panel discussions, social gatherings and opportunities to educate our population about the innumerable contributions of women and diverse lawyers.

**DEDICATED
TO THE
ADVANCEMENT
OF WOMEN
ATTORNEYS
WITHIN
THE FIRM**



Meet **Taurien A. Buffaloe**. Taurien counsels investment companies on regulatory, compliance and transactional issues. He graduated from Rutgers Law School, where he was the president of the Black Law Students Association. He was the recipient of the Stradley Diversity Scholarship in 2017.



Stradley's Diversity Scholarship Program identifies, supports and trains exceptionally qualified diverse law students who have demonstrated academic excellence and leadership qualities. Designed for rising second-year law students, our \$10,000 scholarship provides recipients with financial support, and enables them to receive ongoing mentoring and hands-on experience while they work first at Stradley and then in the corporate law department of one of our clients.

RECENT AWARDS AND ACCOLADES



Deborah Hong had a banner year in 2019. She was named by *The Legal Intelligencer* as a **Diverse Attorney of the Year** and received the National Asian Pacific American

Bar Association's **Best Lawyers Under 40** award, which is presented to only 20 attorneys in the United States. She was recognized with the **Most Powerful & Influential Women of Philadelphia Award** at the ninth annual Philadelphia Diversity & Leadership Conference and was named to the *Philadelphia Business Journal's* 2019 **Best of the Bar**.



Joe Nguyen received the **Leadership Excellence Award** at the 8th Annual Philadelphia Diversity and Leadership Conference, which highlights

a "select group of individuals from a diverse field who exhibit exceptional leadership qualities." *The Legal Intelligencer* previously recognized him as one of its **Lawyers on the Fast Track**, and *HousingWire* recognized him as a **Rising Star**.



Shawn Hendricks, a member of the board of directors of **The African American Museum in Philadelphia**, was recently appointed to the executive committee of

Justice Rising Advocates, the young professionals' development arm of Community Legal Services Inc.



Kristen Gibbons Feden received numerous accolades for her influential work on sexual and gender-based harassment and abuse. She was named to the Super

Lawyers 2019 **Rising Stars** list and was presented with the **Visionary Voice Award** by the National Sexual Violence Resource Center and the Pennsylvania Coalition Against Rape at the National Sexual Assault Conference in Philadelphia. Kristen was also named a **40 Under 40 Honoree** by the *Philadelphia Business Journal*.

STRENGTH IN THE DIFFERENCES AMONG OUR EXPERIENCES AND WORLDVIEWS



For more information on Stradley's diversity and inclusion efforts, please contact Brian Seaman at bseaman@stradley.com or 215.564.8171 or visit www.stradley.com/diversity.

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