

Stoel Rives strives to create a dynamic, inclusive workplace that encourages each employee to achieve their fullest potential. We aim to attract, develop, and retain employees with different backgrounds and life experiences to increase the diversity of thought and creativity we offer our clients.

## STOEL RIVES: A STRATEGIC APPROACH TO DIVERSITY



- 47% of our lawyers are diverse in gender, race/ethnicity, sexual orientation, and/or disability status.
- 54% of the firm's top leadership positions are held by diverse lawyers, including 41% women and 16% racial/ethnic minorities, individuals identifying as LGBTQ+, and/or individuals with disabilities.
- Received a perfect 100% rating on the Human Rights Campaign's 2020 Corporate Equality Index, earning the distinction as a "Best Place to Work for LGBTQ Equality."
- Received Diversity Lab's Mansfield Rule 2.0 Plus Certification, affirming that we consider at least 30% women lawyers, lawyers of color, and LGBTQ+ lawyers for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions.
- One of only 48 law firms nationwide to meet the certification requirements for the 2020 Gold Standard Certification by the Women in Law Empowerment Forum, and one of only 12 to be certified all ten years since the inception of the award.

We support our lawyers through training programs, individual mentoring, client and networking events, and firmwide policies and programs, such as our popular affinity groups.

## KEY INITIATIVES



In 2019, we became a founding law firm of **Diversity Lab's Move the Needle Fund (MTN)**, a five-year model program intended to help five law firms nationwide reach aggressive, measurable diversity and inclusion goals they set for themselves. Through our participation in MTN, we have committed to improving the retention rate of our diverse lawyers (specifically women, racial/ethnic minorities, individuals identifying as LGBTQ+, and individuals with disabilities) to at least equal the retention rate of our non-diverse lawyers by 2025, with the ultimate goal of increasing the percentage of diverse partners in the firm.



Through the **Stoel Rives Diversity Fellowship Program**, we support diverse law students in their first year of legal study by providing full-time summer associate positions in the firm plus a stipend to offset educational expenses. We also participate in the University of Washington School of Law's Gregoire Fellows Program and the Sacramento County Bar Association's Diversity Fellowship Program, and are a supporter of the Environmental Law Section of the California Lawyers Association's Diversity and Inclusion Fellowship Program.



Stoel Rives is a participant in **Diversity Lab's Mansfield Rule 3.0 program**, which measures whether law firms have affirmatively considered at least 30% women lawyers, lawyers of color, LGBTQ+ lawyers, and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions.



We implemented an initiative in 2015 to track our performance on a number of firmwide metrics to help us gain a better understanding of our diverse workforce and determine how we should design initiatives to **advance the firm's overall diversity, equity, and inclusion goals**. Additionally, members of firm leadership annually report on individual office- and practice group-focused metrics, resulting in more targeted efforts to cultivate a culture of inclusion.