



# Pursuing and Promoting Diversity





**OVER 60%**

of Stoel Rives' top leaders are

**WOMEN &  
DIVERSE  
LAWYERS**

At Stoel Rives, we know that greater diversity at law firms creates better outcomes for clients. Our diversity, equity, and inclusion accomplishments include the following.

- Over 50% of our lawyers are diverse in gender, race/ethnicity, sexual orientation, and/or disability status.
- Over 60% of the firm's top leadership positions are held by diverse lawyers, including 43% women and 29% racial/ethnic minorities, individuals identifying as LGBTQ+, and/or individuals with disabilities.
- Received a perfect 100% rating on the Human Rights Campaign's 2022 Corporate Equality Index, earning the distinction as a "Best Place to Work for LGBTQ+ Equality."
- One of only 67 law firms nationwide to be named a "Tipping the Scales" law firm for 2021 by the Diversity & Flexibility Alliance.
- Received Diversity Lab's Mansfield Rule 5.0 Plus Certification, affirming that we consider at least 30% diverse lawyers (specifically women, racial/ethnic minorities, individuals identifying as LGBTQ+, and individuals with disabilities) for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions.
- One of only 35 law firms nationwide to meet the certification requirements for the 2022 Gold Standard Certification by the Women in Law Empowerment Forum.
- Recipient of an *Innovations in Diversity & Inclusion Award* for 2021 by the *Profiles in Diversity Journal*.



## Key Diversity, Equity and Inclusion Initiatives

We are a founding law firm of **Diversity Lab's Move the Needle Fund (MTN)**. MTN is a five-year model program funded by a small group of law firms and involving over two dozen corporate general counsels to test and measure innovative DE&I strategies, with the goal of developing demonstrably successful tools to help the legal profession diversify. 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. We have implemented several firmwide and practice group-specific initiatives to help advance our established goal, including the Focused Five sponsorship program, which pairs five diverse Stoel Rives partners with a high-level in-house lawyer at a participating MTN legal department as well as an independent business development coach to help develop and/or strengthen each partner's business development skillset.

To recognize the vital efforts our lawyers are making to advance diversity in our firm and in the broader legal community, we annually **provide up to 50 hours of billable credit for approved diversity, equity, and inclusion activities.**

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 \$15,000 scholarship for each participant. We also participate in the Gregoire Fellows Program, the Twin Cities Diversity in Practice 1L Clerkship Program, the Sacramento County Bar Association's Diversity Fellowship Program, and the Multnomah Bar Association's Fellows Program.

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.