

STOEL RIVES AND THE MOVE THE NEEDLE FUND

At Stoel Rives, we believe that a more diverse law firm is a better law firm. For decades, Stoel Rives has been committed to building and maintaining a law firm culture that fosters diversity and inclusion. This effort has been driven by our deeply held belief that increasing diversity of – of race, gender, disability, socioeconomic status, and all protected classes – makes us better legal counselors, problem solvers, and community leaders.

What is Move the Needle?

The Move the Needle Fund (MTN) is the first collaborative effort to develop and test innovative ways to increase diversity and foster inclusion in the legal profession.

MTN is an initiative of Diversity Lab, an incubator for innovative ideas and solutions that boost diversity and inclusion in law. Stoel Rives is one of five founding law firms nationwide joining more than 25 general counsels and top legal leaders to fund and create this first-of-its-kind experiment.

What is Stoel Rives' goal?

Stoel Rives is 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.

How will we achieve it?

To achieve our goals and serve as a model for others, MTN firms will:

- explore and experiment with new approaches to hiring, work/life integration, work allocation, sponsorship, promotions, feedback, performance reviews, and compensation systems;
- implement the firm's *Diversity in Law Hackathon*-winning ideas;
- test evidence-based research such as the bias interrupters from the ABA and Minority Corporate Counsel Association study as well as other inclusion research from top academic institutions;
- crowdsource innovative ideas from other industries;
- share details and outcomes related to the firms' goals and the collective projects with the legal community and others through the D&I Dashboard, a central clearinghouse for research, knowledge sharing, and data.