

Our Commitment

Ballard Spahr is committed to increasing *equity* and *inclusion* because they create a diverse and well-rounded law firm that unlocks the potential of diverse talent and delivers superior results for clients. A commitment to diversity, equity, and inclusion is the right thing to do for our firm, our profession, and our broader communities. And it's good business.

Building Diverse Talent

- When a job opening occurs, we cast the widest possible net, including posting with local and national affinity bar associations. Our internal and external recruiters are required to provide diverse candidate slates for all open positions.
- We provide Diversity Fellowships and partner with our clients in recruitment.
- Our INVEST sponsorship program is a tactical approach to recruiting, retaining, and advancing talent from diverse backgrounds. This sponsorship program goes beyond mentorship to provide comprehensive career development opportunities to lawyers who have overcome significant obstacles in pursuit of a legal career, come from a disadvantaged background, or who are underrepresented at Am Law 200 law firms.
- Our FOCUS business development initiative brings together diverse partners and counsel-level lawyers who formally collaborate as an accountability cohort to grow personal and firm business.
- Ballard Spahr's Diverse Lawyers Group partners with law schools to host a Resume Writing and Interview Skills Workshop for Diverse First-Year Law Students in several of our offices.
- Ballard Spahr is a member of the Leadership Council on Legal Diversity (LCLD) and participates in the Fellows Program and the Pathfinder Program.

Awards and Recognition

- We achieved Mansfield Rule 4.0 Certification and Mansfield Certification *Plus*.
- In 2021, Ballard Spahr earned Gold Standard Certification from the Women in Law Empowerment Forum (WILEF) for the 11th consecutive year. Ballard Spahr also was one of only six firms to meet all six of WILEF's criteria for Gold Standard Certification in 2021.
- We were recognized by Seramount (formerly Working Mother Media) as one of the 2021 Best Law Firms for Women.
- We are ranked by *Vault* as a 2021 Top 30 Best Law Firm for Women.
- Ballard Spahr was recognized by the *Legal Intelligencer* with the 2021 Professional Excellence Award for its Diversity Initiative.
- 43.4 percent of our 2021 partner class self-identify as women and/or lawyers of color.
- From 2019 to 2021, the firm earned a 100 percent rating in the Human Rights Campaign Foundation's Corporate Equality Index.

Building a Culture of Inclusion

- We strive to ensure that our leadership ranks represent diversity across the firm. We examine the pipeline for advancement and succession in law firm leadership.
- Ballard Spahr has achieved Diversity Lab Mansfield Rule 4.0 Certification and Mansfield Certification *Plus* status in recognition of the firm's commitment to and achievement of increased diversity, equity, and inclusion in recruiting, client pitch teams, and firm leadership roles.
- We conduct mandatory education sessions on diversity, equity, and inclusion topics.
- The firm completes the annual American Bar Association Model Diversity Survey, the Minority Corporate Counsel Association Law Firm Diversity Survey, and the Vault law firm research service's Law Firm Diversity, Equity & Inclusion Survey.
- Our Ballard360 dashboard enhances our clients' understanding of their legal team's demographics by displaying real-time demographic information of legal teams to ensure their organizations' diversity, equity, and inclusion objectives and commitments are met.
- We offer have a peer mentoring initiative for administrative staff at the firm, and a book club that expands cultural awareness, strengthen firm culture, and build community.
- Ballard Spahr prioritizes inclusion in our selection and use of local counsel, legal service providers, and vendors. We actively seek to do business with firms owned by women, people of color, members of the LGBTQIA+ community, veterans, and individuals with disabilities.
- Our magazine, *Mosaic*, keeps clients, friends, and those within our firm informed of our efforts to promote diversity, equity, and inclusion.
- Our Business Resource Groups (BRGs) comprise lawyers and staff (as relevant) with shared cultural, experiential, or job-related interests, experiences, and/or backgrounds. BRGs support retention through informal mentoring, internal networking, business development support, and recruiting.

Building an Environment of Equity

- We are reviewing processes, systems, and practices through the lens of equity to assess opportunities for improvement.
- The Diversity, Equity, and Inclusion Council is leading working group assessments of systems and processes to identify whether bias could exist and address what we find.
- We have a longstanding commitment to provide pro bono support to individuals and organizations in need of legal services. Our Racial Justice and Equality Initiative takes on pro bono cases that specifically address racial injustice and inequity, and provides financial support to partner organizations engaged in tackling racial injustice and inequity
- The firm is a member of the Law Firm Anti-Racism Alliance.
- We are educating partners and supervisors on how to mitigate common biases in processes such as

Our Business Resource Groups

- Asian American Business Resource Group
- Ballard Women
- Black Lawyers Group
- Diverse Lawyers
- Equality Ballard
- Global Cultures Business Resource Group
- Work-Life Integration

interviewing, hiring, and performance evaluations.

- We launched firm-wide campaigns to address racial justice and the rise in hate incidents against the Asian American and Pacific Islander (AAPI) community during COVID-19.