

# 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 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. We also provide scholarships for diverse Constitution High School seniors.
- Our INVEST sponsorship program is a tactical approach to recruiting, retaining, and advancing talent from diverse backgrounds.
- 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 5.0 Certification and Mansfield Certification *Plus*.
- The firm was listed in the top 10 for the highest representation of women equity partners among comparably sized firms in the 2022 *Law360* Glass Ceiling Report.
- 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.
- 46.1 percent of our 2022 partner class self-identify as women, lawyers of color, and/or individuals with disabilities.
- From 2019 to 2022, the firm earned a 100 percent rating in the Human Rights Campaign Foundation's Corporate Equality Index
- In 2022, Ballard Spahr earned Gold Standard Certification from the Women in Law Empowerment Forum (WILEF) for the 12th consecutive year. Ballard Spahr is also one of only six firms to meet all six of WILEF's criteria for Gold Standard Certification every year since the award was created.

## 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 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, including senior administrative positions.
- We conduct firm-wide 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 have offered a peer mentoring initiative for administrative staff at the firm.
- We hold a monthly multimedia club for administrative staff that expands cultural awareness, strengthens firm culture, and builds community.
- Ballard Spahr prioritizes inclusion in our selection and use of local counsel, legal service providers, and vendors. We seek to partner with firms and businesses 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.
- Every new hire at the firm receives a diversity, equity, and inclusion orientation as part of the onboarding process.
- 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.
- All of our recruiters have achieved certification by AIRS® as Certified Diversity and Inclusion Recruiters.
- We are one of the first Am Law 100 firms to have a Manager position that focuses exclusively on diversity, equity, and inclusion for administrative staff.

## 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 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.

### Our Business Resource Groups

- Asian American Business Resource Group
- Ballard Tapestry: Diverse Administrative Professionals Group
- Ballard Women
- Black Lawyers Group
- Diverse Lawyers
- Equality Ballard
- Global Cultures Business Resource Group
- Hispanic Business Resource Group
- Work-Life Integration