

DIVERSITY, EQUITY, AND INCLUSION

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.
- Our Diversity Fellowship Program is open to all actively-enrolled 1L law students without regard to race, ethnicity, religion, age, national origin, handicap or disability, citizenship, sex, pregnancy, childbirth or related medical condition, sexual orientation, gender identity and expression, transgender status, sex stereotyping, genetic information, ancestry, veteran status or any other category protected by applicable law. Applicants are considered in part based on their academic accomplishments, leadership experience, student organization involvement, and personal achievements. Our 1L Diversity Fellows are part of our Summer Associate Program.
- Our INVEST sponsorship program is a tactical approach to recruiting, retaining, and advancing talent.
- Our Diverse Lawyers Group partners with law schools to host a Diversity Resume Writing and Interview Skills Workshop for first-year law students at several of our offices.
- Ballard Spahr is a Member of the Leadership Council on Legal Diversity and participates in the Fellows and Pathfinder programs.
- We support organizations that help build the pipeline of students interested in a career in law such as our groundbreaking sponsorship of Constitution High School in Philadelphia for which we provide scholarships to seniors.

OUR BUSINESS RESOURCE GROUPS AND AFFINITY GROUPS

- Asian American Business Resource Group
- Ballard Tapestry: Diverse Administrative Professionals Group
- Ballard Women
- Black Lawyers Group
- Diverse Lawyers Group
- Equality Ballard
- Global Cultures Business Resource Group
- Hispanic Business Resource Group
- Jewish Community of Ballard (JCOB)
- Work-Life Integration Group

AWARDS AND RECOGNITION

- Ballard Spahr ranks seventh among the nation's largest law firms for percentage of women equity partners on the *Law360 Pulse 2023 Women In Law Report*.
- Ballard Spahr achieved Mansfield Certification Status for 2022-2023.
- In 2023, Ballard Spahr scored 100 in the Disability:IN and the American Association of People with Disabilities Disability Equality Index.
- In 2023, Ballard Spahr earned Gold Standard Certification from the Women in Law Empowerment Forum (WILEF) for the 13th consecutive year. Ballard Spahr is one of only four firms to meet all six of WILEF's criteria for Gold Standard Certification every year since the award was created.
- 71 percent of our 2023 partner class self-identify as women, lawyers of color, and/or veterans.
- The firm earned a 100 percent rating in the Human Rights Campaign Foundation's Corporate Equality Index from 2019-2022.

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 2022-2023 Mansfield Rule Certification in recognition of the firm's commitment to and achievement of its efforts to diversify firm leadership by broadening the talent pool for consideration, including those historically underrepresented in the legal profession, to facilitate transparent pathways to leadership.
- 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, the Vault law firm research service's Law Firm Diversity, Equity & Inclusion Survey, and the Human Rights Campaign Corporate Equality Index.
- 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 a 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 welcome partnerships with firms and businesses of all sizes and from all backgrounds, including those owned by women, people of color, members of the LGBTQIA+ community, veterans, and people 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 and Affinity Groups comprise lawyers and administrative staff (as relevant) with shared cultural, experiential, job-related interests, experiences, and/or backgrounds. Business Resource Groups support retention through informal mentoring, internal networking, business development support, and recruiting. They regularly invite internal and external speakers to speak on various topics related to personal and professional development. Their goals and activities are carefully planned and linked to the firm's business goals. Affinity Groups are primarily internal-facing groups where members can connect and support one another and serve as a resource to the firm.
- All of our recruiters have achieved certification by AIRS® as Certified Diversity and Inclusion Recruiters.

BUILDING AN ENVIRONMENT OF EQUITY

- In 2020, the firm's Elected Board developed the Plan to Strengthen Diversity, Equity, and Inclusion, which focuses on improving the recruitment, retention, and promotion of colleagues of color, particular Black colleagues. Implementation of the Plan requires the full participation and cooperation of all Ballard Spahr lawyers and administrative staff.
- We conduct ongoing review of processes, systems, and practices through the lens of equity to assess opportunities for improvement. The Diversity, Equity, and Inclusion Council leads working group assessments of systems and processes to identify any bias and address it.
- The firm is a member of the Law Firm Anti-Racism Alliance.

- We have a longstanding commitment to providing 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.
- We are educating supervising lawyers and professional staff on how to mitigate common biases in processes such as interviewing, hiring, and performance evaluations.
 - We launched and remain committed to firm-wide campaigns to address racial justice and the rise in hate incidents against the Asian American and Pacific Islander community that arose during COVID-19