



Diversity + Inclusion: A Core Value

Diversity is the natural result of an inclusive environment. Ballard Spahr is committed to creating a vibrant community where the needs, viewpoints, and contributions of people from all backgrounds are valued and integrated into every aspect of our firm.

ATTRACT AND HIRE

We aim to increase the presence of women, people of color, LGBTQ, and other underrepresented individuals in our firm and in the legal profession.

- Our IL Diversity Fellowship Programs help us recruit talented, diverse summer associates in our offices across the country. A component of the Fellowship is our partnership with an in-house legal department to provide exposure to the corporate/in-house practice of law.
- Our annual Resume Writing and Interview Skills Workshop for Diverse First-Year Law Students in Atlanta, Denver, Philadelphia, Salt Lake City, and Washington, D.C., provides law students with advice on improving their resumes and practical tips on interviewing for a law firm position.
- Through our pipeline programs at Canyon Springs Leadership & Law Academy in Las Vegas, Cristo Rey in Minneapolis, Constitution High School in Philadelphia, West High School in Salt Lake City, and South Mountain High School in Phoenix, we seek to expand the pipeline of minorities entering the profession.
- We leverage our affinity-based networks to cast wide nets for open positions and seek diverse candidate slates for open lateral positions.
- We provide a \$25,000 Diversity Scholarship to a first-year law student at Arizona State University's Sandra Day O'Connor School of Law. We hire a law student during the school year as part of the Maricopa County Bar Association Diversity Legal Writing Program. Through job shadowing, mentoring, internships, and lunch and learns, we expose hundreds of high school students to legal careers.
- We host the Colorado Diverse Law Students Admitted Weekend Reception to introduce students to the Denver legal community and encourage them to accept offers of law school admission.

OUR BUSINESS RESOURCE GROUPS

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

INVEST, RETAIN, AND ADVANCE

Ballard Spahr's Diversity Council develops, promotes, and implements key initiatives to guide the firm toward its diversity and inclusion goals, and to collaborate with clients on diversity and inclusion issues of mutual interest.

- Partners on the Diversity Council provide ongoing career advice and mentoring sessions with diverse lawyers. The Chief Diversity Officer is on the firm's Management Committee and Expanded Board and provides regular demographic reporting and strategy recommendations to firm leadership.
- Throughout the year, our offices host and participate in the Art of the Pitch program, where General Counsel and in-house lawyers partner with local law firms to afford diverse lawyers opportunities to develop the skills and techniques required to deliver an effective client pitch.
- Our Chief Diversity Officer works closely with lawyers, marketing and business development, and pricing professionals to propose the most efficient and diverse client teams. We assess and monitor work flow and work assignments to ensure fair and equitable utilization of lawyers on matters. We track and assess money spent with diverse suppliers and diverse co-counsel whom we partner with on client matters.
- We regularly host client events, including Continuing Legal Education (CLE) programs for clients, lawyers, and staff that provide diversity and inclusion insights and training, highlight the diversity of our firm, and promote the skills and expertise of our lawyers.
- Our Business Resource Groups provide informal mentoring, internal networking, and professional development opportunities that support retention, advancement, and integration. Business Resource Group leaders personally welcome new diverse lawyers to the firm and look for ways to integrate them into the firm. Ballard Women hosts an annual Path to Partnership program featuring newly elevated woman partners.
- Firm leadership is committed to considering women, lawyers of color and LGBTQ lawyers for leadership and management roles and as part of client succession planning.
- INVEST, our sponsorship program is a tactical approach to recruiting, retaining, and advancing talent from diverse backgrounds. It provides 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.

AWARDS AND RECOGNITION

- Named a 2020 *Working Mother* Best Law Firm for Women
- 2020 Yale Law Women Report Top Firm for Promotion Practices and Parental and Caregiver Leave
- From 2011 to 2020, earned Gold Standard Certification from the Women in Law Empowerment Forum (WILEF) for our success in providing professional opportunities and leadership roles to women attorneys.
- 50 percent of our 2020 Partner-Elect class self-identify as women or lawyers of color
- Ballard Spahr is a signatory of The Business Statement for Transgender Equality.
- 100 percent rating in the 2020 and 2019 editions of the Human Rights Campaign (HRC) Foundation's Corporate Equality Index (CEI).
- The firm was ranked 5th for the highest representation of women equity partners among comparably-sized firms in the 2020 *Law360* Glass Ceiling Report
- In 2019, *The American Lawyer* ranked Ballard Spahr 15th among all major U.S. law firms for our percentage of female equity partners.

Ballard Spahr
LLP