



Diversity, Equity  
and Inclusion  
Impact Report

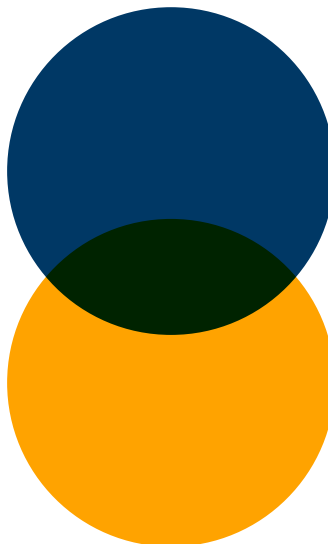
# Our Commitment

Diversity, equity and inclusion are at the heart of Proskauer's culture. As we strive to strengthen a collaborative, supportive and inclusive work environment, Proskauer continues to refine and optimize our integrated approach to recruiting, retaining and promoting a diverse workforce. Our overarching goal is to deliver lasting, positive change for our Firm, communities and industry while also continuing to deliver the best results for our clients.

# Committed to Driving an Energized, High-Performance and Inclusive Culture

Proskauer remains committed to being the change we want to see in the legal industry. From our executive leadership team, which is 40% diverse, to our increasingly diverse summer and promotion classes, we are fostering a Firm culture where everyone belongs and everyone has the opportunity to succeed.

Our efforts are yielding results. And in this report, we are excited to share with our community some of the Firm's initiatives designed to improve diversity in our workforce and ensure we are creating development and engagement opportunities. We have focused on how we're building connections, strengthening relationships, and developing an inclusive work environment, while supporting the communities in which we live and work through initiatives such as Collaborate for Change and our partnership with the NAACP Legal Defense and Educational Fund.



**We also continue to develop our next generation of diverse leaders and support the career progression of diverse lawyers through our Women's Sponsorship and Silver Scholar programs as well as other pipeline initiatives.**

We're proud of our progress and recognition so far—Bloomberg Law recognized the Firm's commitment to DEI, Yale Law Women recognized us as a "Top Firm for Culture," and the Human Rights Campaign Foundation named Proskauer as a "Best Place to Work for LGBTQ+ Equality" for the third year in a row—but we understand that there is more work to be done, and we remain dedicated to doing it.

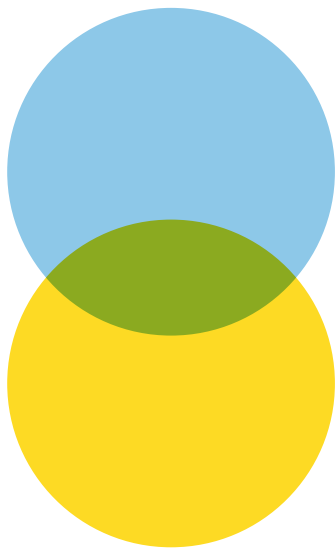
**Steve M. Ellis**  
Chairman, Proskauer

# Moving the Needle on DEI

Acting with a clear strategy and aligning with key stakeholders is how Proskauer—and the industry as a whole—must meet this moment and create lasting change.

There's been good progress: In 2022, the American Lawyer's "Diversity Scorecard" reported the biggest jump in diverse lawyer representation in Big Law since its inception. Proskauer also had many successes this year, as you'll read in the pages that follow.

**Our overall lawyer diversity is up to 52%. Additionally, racially diverse or LGBTQ+ lawyers now make up nearly 25% of our lawyers (a 3% jump from last year). Our recent partner promotion class was 53% diverse. Our 2023 Summer Associate class is 45% diverse and 67% women.**



Those are just a few of the things that we're proud of this year, and across the industry there are many good signs of progress to acknowledge.

But we cannot become satisfied with where we are, understanding where we need to go. We need to ensure we are leveraging this moment for long-term, sustained change. It's important that we celebrate our successes and focus on the long-term strategy to sustain and strengthen a Firm where everyone belongs and everyone has a chance to be successful.

Historically, large-scale initiatives and training programs have been the foundation of the DEI function. This programming helps us raise awareness around important DEI issues, communicate inclusive leadership, and build recruitment pipelines and retention policies. And though they are important, our future strategy is centered on getting more granular in our approach.

By granular, I mean focusing on the power of individual relationships to sustain, empower and alter the course of someone's career and create belonging for people and building opportunities for relationship building and strengthening. And, more important, how do we ensure that DEI is a key voice, connector and builder in that process?

One by one, relationship by relationship, I want us to focus on making sure that each of our leaders is creating the type of culture and environment where everyone feels a part of the organization and a valued member of the team. If leaders do that, then collectively, we're creating the type of organization where diversity, equity and inclusion are deeply ingrained and people develop a sense of belonging.

The sum of our actions form the foundation of our culture. And at Proskauer, our culture has always been our strength. I'm proud of the tangible steps we've taken to strengthen that culture for today—and a better tomorrow.

**Mark Bunbury,**  
Director, Diversity, Equity and Inclusion



Mark Bunbury,  
Director,  
Diversity, Equity  
and Inclusion



# Our DEI Strategic Plan

Proskauer is committed to taking the following steps toward our diversity, equity and inclusion goals. Our commitment includes regularly measuring our progress by engaging our people through diversity surveys, client surveys and other metrics that are reported to Firm management.

We also qualitatively measure our progress by staying in constant conversation with our people.

# 1

Actively recruit from a diverse pool of applicants

# 2

Retain diverse lawyers through best practices, programs and policies

# 3

Develop, sponsor and promote our diverse lawyers

# 4

Assess progress from quantitative and qualitative perspectives



# Diversity Task Force

Our Diversity Task Force is designed to further raise the bar for the Firm's DEI strategy by developing major, targeted initiatives related to:

1

Law school recruiting

2

Lateral hiring for all lawyers

3

Retention and promotion initiatives focused on the utilization, development, and mentorship/ sponsorship of diverse lawyers

4

Firmwide inclusion training programs

The Task Force is led by Executive Committee members, office heads, department and practice group leaders and senior partners:



**Nigel Telman,**  
Co-Chair



**Camille Higonnet,**  
Co-Chair



**Monica Arora**



**Andrew Bettwy**



**Margaret Dale**



**Peter Duffy Doyle**



**Daryn Grossman**



**Colleen Hart**



**Timothy Karcher**



**Mary Kuusisto**



**Carlos Martinez**



**Michael Mervis**



**Sandra Montgomery**



**Jamiel Poindexter**



**Andrea Rattner**



**Howard Robbins**



**Seth Safra**



**Peter Sherwin**



**David Tegeler**



**Bart Williams**

**“Advancing diversity, equity and inclusion at Proskauer requires the commitment of leadership across the Firm. Through the Diversity Task Force, we are able to leverage key partners across Firm departments and practice groups to ensure that DEI is something we all actively embrace and intentionally support at all levels within the Firm.”**

*Nigel Telman & Camille Higonnet, Diversity Task Force Co-Chairs*

# Measuring Progress

“If you can’t measure it, you can’t improve it” is foundational wisdom in modern business management. Your values and what you measure are intrinsically entwined. Proskauer has endeavored to make lasting change in our organization and industry—so we are measuring and marking progress every day. We’re proud to have grown more diverse as a Firm and remain committed to more growth. Lawyers are included in the diversity statistics detailed below if they are a part of a historically underrepresented group in the legal industry based on their gender/ gender identity, racial/ethnic identity, sexual orientation or veteran status.

40%

Executive Leadership Diversity

50%

Office Heads Diversity

52%

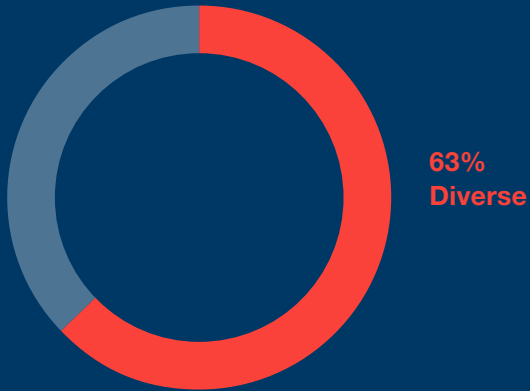
Overall Lawyer Diversity

53%

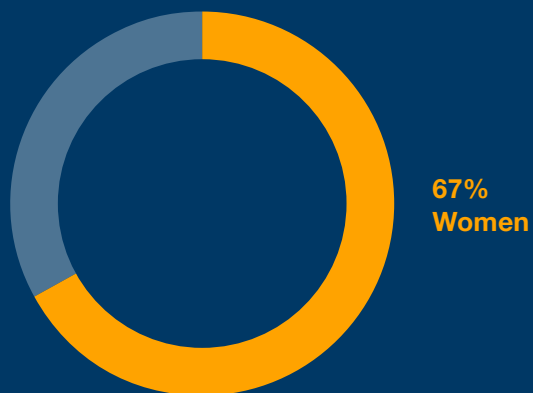
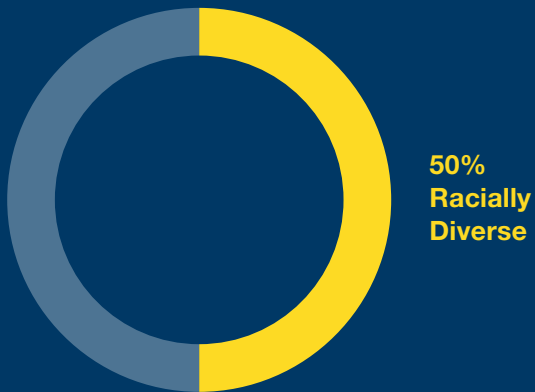
2022 Partner Promotion  
Class Diversity



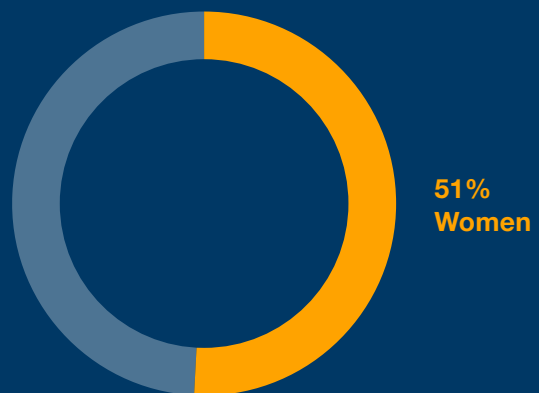
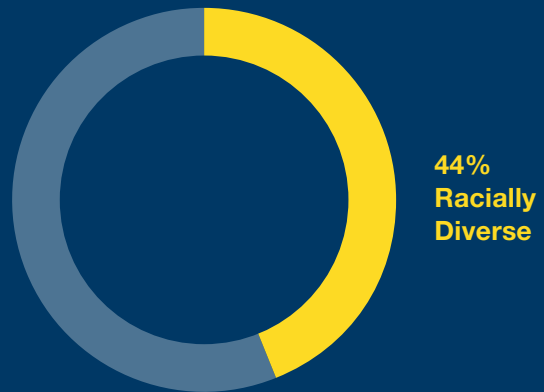
## 2022 New Hire Diversity



## 2022 Summer Associate Class



## 2022 First Year Class





**Asian Lawyer Affinity Group (ALAG)**



**Proskauer Women's Alliance (PWA)**

# Community

Ensuring that every person at Proskauer feels a sense of belonging is foundational to our overall DEI efforts. Our Diverse Lawyer Networks encourage connection and mentorship by bringing people in underrepresented groups together to openly share insights and advance the interests of its members.



**Black Lawyer Affinity Group (BLAG)**



**LGBTQ+ Affinity Group**



**Hispanic/Latinx Lawyer Affinity Group (HLLAG)**

# Our Diverse Lawyer Network

## Asian Lawyer Affinity Group Co-Chairs



Robert H. Chiu



Matthew D. Geduldig



Jennifer M. Hicks

## Proskauer Women's Alliance Co-Chairs



Jo Habenicht



Jennifer Rigterink



Lucie Rose

## LGBTQ+ Affinity Group Co-Chairs



Allison F. Saltstein



Hannah G. Silverman

## Black Lawyers Affinity Group Co-Chairs



Atoyia S. Harris



Sean Spence

## Hispanic/LatinX Lawyers Affinity Group Co-Chairs



Alfred J. Lucia



Javier F. Sosa



# 32

**Affinity Group  
and Diverse  
Lawyer Network  
Events**

# 1,471

## Affinity Group Touchpoints

Our affinity groups provide relevant cultural programming and opportunities for community building across the Firm.

### **UK Black History Month Time for Change: Action Not Words with David Olusoga**

In celebration of UK Black History Month, Proskauer invited BAFTA-winning British historian,

author and presenter Professor David Olusoga for a discussion around “Time for Change: Action Not Words,” in conversation with associate Tosin Adeyeri and partner Mary Kuusisto.

### **National Coming Out Day Being “Out” at Work Panel Discussion**

For National Coming Out Day, the Proskauer LGBTQ+ Affinity Group hosted law students and Proskauer employees and alumni for a panel discussion about the experience of being “out” in the workplace.

*“Our National Coming Out Day event featured Proskauer alumni talking about being ‘out’ in the workplace, which acknowledged the ongoing vulnerability and strength that it takes to be ‘out’ at work. The students who attended told us how clear it is that Proskauer is a firm that supports its LGBTQ+ lawyers and fosters an environment where being our authentic selves is celebrated.”*

Allison Saltstein, co-chair of LGBTQ+ Affinity Group

**Hispanic Heritage Month**  
**The Power of Representation**  
**with Thomas A. Saenz**

We invited Thomas A. Saenz, president and general counsel of MALDEF, the Mexican American Legal Defense and Educational Fund, to speak about his work in litigation, policy advocacy and community education to promote the civil rights of Latinos living in the United States.

**Asian-American and Pacific-Islander Heritage Month**  
**Addressing Hate, Uplifting Voices**  
**and Celebrating Community**  
**with Wajahat Ali**

Proskauer hosted a virtual event with guest speaker Wajahat Ali, author of “Go Back to Where You Came From. . .” According to Jennifer Hicks, Asian Lawyer Affinity Group co-chair, *“The discussion offered insight and thoughtful solutions to what might feel like an impossible problem.”*

**Women’s History Month**  
**Celebrating Women’s History**  
**Month with Bonnie St. John**

Bonnie St. John shared personal experiences that addressed the importance of maintaining resilience in the face of adversity, effectively embracing leadership opportunities and inspiring hope in others. The discussion was moderated by PWA Steering Committee members Jo Habenicht and Lucie Rose.

**Black History Month**  
**A Conversation on Black Mental**  
**Health: Past and Present**  
**with Dr. Jeff Gardere**

Proskauer welcomed therapist, professor and keynote speaker Dr. Jeff Gardere for an engaging virtual conversation on Black Mental Health: Past and Present. The discussion uncovered the stigmas surrounding mental health in the Black community and how we can all play a crucial part in moving the dialogue forward.





# 39

Total ALAG Retreat Attendees

# 32

Total BLAG Retreat Attendees

## Celebrating Diversity, Culture and Community

### Our Affinity Group Retreats

#### ALAG Retreat

Jennifer Hicks, Asian Lawyer Affinity Group (ALAG) co-chair, describing the ALAG Retreat:

*“Our ALAG Retreat brought together nearly 50 members, including summer associates. We connected and learned from our partners, alumni and clients. There was impactful career advice and a big emphasis on the importance of establishing and building relationships.”*

#### BLAG Retreat

Sean Spence, Black Lawyer Affinity Group (BLAG) co-chair, describing the BLAG Retreat:

*“Emerson Moore, a Proskauer alumnus and executive vice president and chief people officer of BSE Global, spoke candidly about the importance of building a brand and career at Proskauer. We also heard powerful insights from others on the importance of networking and relationship building throughout your career.”*



# Creating Opportunity

Proskauer is focused on developing targeted initiatives that provide actionable insights and opportunities for lawyers from underrepresented groups to build relationships and enhance their career progression opportunities.

## The Mentoring Circle Program

The Mentoring Circle Program (MCP) aims to enhance the integration and development of junior-level diverse associates with one-on-one support from designated partner mentors. The MCP offers professional development programs centered around:

- **Knowing your strengths**
- **Breaking down peak performance**
- **Communication skill development**
- **The power of relationships**

## Pipeline Initiative

The Pipeline Initiative provides a framework for closely monitoring and driving the career progression of mid-to-senior level diverse lawyers (fifth-year and above). The goal of the program is to provide leadership and guidance to our senior diverse lawyers in the various next steps in their career journey.

### **PWA Building Blocks**

*PWA Building Blocks* is a series of discussions on professional development topics identified by members of the Proskauer Women's Alliance (PWA) Steering Committee. Panel discussions were often led by partners at the Firm and moderated by a member of the PWA. Past programs have included: Unpacking the Promotion Process, effective management skills, authentic executive presence, and essentials of client origination. Feedback on the *Building Blocks* series has been quite positive—several attendees have described the discussions as extremely informative and insightful. Furthermore, they deemed it very beneficial to hear from partners involved in the promotion decision-making process.

### **The Women's Sponsorship Program (WSP)**

The WSP was created to champion the professional development of high performing midlevel and recently joined lateral associates (the Protégée track) as well as women lawyers promoted to senior counsel and partner (the Colleagues track). The Program offers a robust curriculum of substantive professional development workshops and individual career coaching. Protégées and Colleagues are also paired with a Sponsor (senior partner) who serves as an advisor and proactive career champion. Since the Program's inception, approximately 120 women associates have participated as Protégées, and 60 senior partners have served as Sponsors.

**“We need to flip the narrative — instead of asking what we can do to include more women in the legal industry, let's ask ourselves what business opportunities are being stunted by the imbalance in the industry and how much industrywide growth will result from achieving better balance.”**

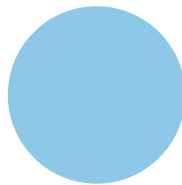
*Christine Lazatin, Partner*





# Looking Toward the Future

Being a champion of equality means not just looking at your own sphere of influence, but examining how to make an impact on the larger systems of society. Proskauer has a number of programs that seek to bridge education inequality and invest early in young people with promise.



## Silver Scholars

Our signature “pipeline” initiative – the Silver Scholar Program – aims to increase diversity within Proskauer and the broader legal profession. Named after Firm luminary and first-elected Proskauer Chairman, Edward Silver, the program exemplifies Ed’s lifelong commitment to diversity and equal opportunity. The program offers summer associate roles to diverse first- and second-year law students, along with a cash award of up to \$30,000. Selected first-year law students receive a joint summer associate position at Proskauer and at the legal department of one of our leading clients.

**14**  
Silver Scholars

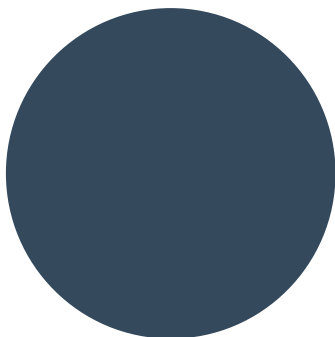
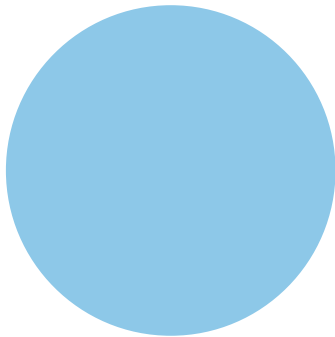


**“Before the pandemic, a few lawyers from the Firm hosted a lunch for Harvard Law students. I remember feeling nervous before attending the lunch because I don’t come from a family of attorneys. When I arrived at the lunch, I was immediately put at ease by the warm welcome and smiles from everyone there. The difference with this program is that the attorneys really did care about me – not just law-school-me, but all of me.”**

*Thomiah Dudley, 2020 Silver Scholar*

**“Being a part of this program as a first-year law student has been an incredible opportunity. I’ve really enjoyed connecting with other students from different parts of the country.”**

*Kathie Duperval, 2022 Silver Scholar*



### **Black Ivy Partnership**

Our partnership with the Cornell Black Ivy Pre-Law Society continues to evolve since the launch of the partnership. Since 2017, we have held annual receptions with group members, provided internship opportunities and welcomed members to the Firm as summer associates, project assistants and participants in our other pipeline programs.

### **Leadership Council on Legal Diversity (LCLD) Pathfinders and Fellow Program**

Our diverse associates participate in the LCLD Fellows and Pathfinders programs, which provide training and networking opportunities aimed to place them on a path of leadership within their organization. Matthew D. Geduldig was selected as our 2022 LCLD Pathfinder.



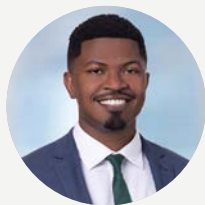
**Matthew D. Geduldig**

# The Diversity Commitments Group

The Diversity Commitments Group was created in response to the racial and social justice issues which the world faced in the Summer of 2020 and is focused on elevating the Firm's DEI commitment through targeted racial justice, culture and belonging initiatives, particularly the Firm's Collaborate for Change platform.



**Daryn  
Grossman**  
Managing  
Partner



**Mark  
Bunbury**  
Director of  
Diversity, Equity  
and Inclusion



**Chris  
Gardephe**  
Chief  
Professional  
Resources  
Officer



**Bill  
Silverman**  
Pro Bono Partner



**Jo  
Southern**  
Chief Marketing  
Officer



**Bart  
Williams**  
Partner



**Mindy  
Yang**  
Leadership  
Development  
Officer

**“The Firm’s targeted racial justice and belonging initiatives help us be the change we want to see in the world. I am inspired every day by our collective commitment to championing one another, as well as those coming up the ranks.”**

***Daryn A. Grossman,  
Managing Partner***

Since 2020:

**\$1M+**

donated to racial justice efforts

**80,000+**

hours to racial justice pro bono work

**7** Path Forward Programs

# Collaborate for Change

## Proskauer's Collaborate

**for Change** initiative raises our community's collective awareness of racial justice issues and commitment to working toward a more inclusive future. Our actions include, among others: launching an on-going featured speaker series and small group discussion forum that has allowed members of the Firm to explore specific concepts relating to racism, equity and inclusion as well as committing to the goal of dedicating at least 25,000 hours of pro bono work to racial justice causes each year moving forward.

## A Path Forward -

### Dr. Michael Eric Dyson

The Firm's A Path Forward initiative strives to offer a framework for deeper learning about systemic racism, its impact on our society and effective ways to combat it through active, anti-racist allyship. In honor of Juneteenth, we were joined by Dr. Michael Eric Dyson.



**“The opportunity was everything I imagined and so much more. The work was engaging, I was allowed to take ownership of various aspects of my cases and the LDF community immediately embraced me as one of their own.”**

**Austin McLeod, Associate**

## Austin McLeod and The NAACP Legal Defense and Educational Fund (LDF)

In 2021, Proskauer partnered with the LDF, as part of our Collaborate for Change initiative, to offer a racial justice fellowship opportunity to our associates, who were invited to apply and to explain what it would mean to them to take part. Finalists met with LDF, following which Labor & Employment associate Austin McLeod was awarded the fellowship, which he completed in 2022.

# Client Engagement

At Proskauer, we take great pride in partnering with our clients to further develop and strengthen our shared commitment to diversity, equity and inclusion. Along with meeting with clients to share our DEI strategy, we also collaborate with our clients to better understand their DEI goals and look to create opportunities to support and advance the client's diversity, equity and inclusion initiatives.

# 40

Completed Surveys in 2022

# 470

Survey Hours

# 86

Client Engagement Hours

## Church & Dwight Joint Leadership Academy

The DEI team partnered with Patrick de Maynadier, the General Counsel of Church & Dwight, his legal team and other law firms that they regularly work with to help develop and execute his vision for their first ever Joint Leadership Academy. This unique program provided relationship building, networking and client-centered learning opportunities regarding preferred ways of working, demystifying the practice of law and career development for a select

group of diverse Proskauer lawyers, along with diverse lawyers from those other outside counsel teams.

*"I'm extremely grateful to Proskauer, my team and many others whose combined commitment, creativity and passion transformed a wet-clay vision into the foundation for allyship in support of the careers of this group of select diverse professionals."*

Patrick de Maynadier, EVP, General Counsel and Secretary, Church & Dwight



Dolapo Akinkugbe



Robert H. Chiu



Anisha Shenai-Khatkhate

# Recognition

Proskauer is proud to have been recognized in 2022 by a number of notable institutions and publications for our DEI work and accomplishments. Proskauer is also honored to employ so many recognized industry-leaders in practice areas across the profession.

## Firm Recognition

Named a **Top Firm for Culture by Yale Law Women** in its 17th annual “Top Firms Report” for 2022 and honorably mentioned for Agency & Flexibility.



Named to **Bloomberg Law’s Diversity, Equity, and Inclusion Framework**, which recognizes law firms that meet or exceed a rising standard for DEI. The Firm earned top marks in disclosure, business innovation and strategy, marketing, and diversity and inclusion in the community.



**Seramount Recognition as Best Law Firm for Women**, receiving top marks in the Support for Women’s Advancement and Flexibility categories and ranked number one for our programs and initiatives in recruiting, tracking and accountability.



Named a **“Best Place to Work for LGBTQ+ Equality”** by the Human Rights Campaign Foundation for the third year in a row.



**2022 Vault Guide to the Top 100 Law Firms.** Ranked as a top firm for: **Best law firms for Firm Culture, Satisfaction and Training.**



## Individual Recognitions

Our diverse lawyers are consistently acknowledged through a range of awards and noted publication listings including:

