

## 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. We also post positions on diversity-specific job boards.
- Our Diversity Fellowship Program is open to all actively-enrolled 1L law students. 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 one way that Ballard Spahr lives its commitment to increasing diversity, equity, and inclusion—at our law firm and in the legal profession. Through INVEST, we apply a tactical approach to recruiting, retaining, and advancing talent.
- Our Diverse Lawyers BRG 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 (LCLD) and participates in the Fellows and Pathfinder programs. As part of LCLD's Leaders at the Front Pledge, firm Chair Peter Michaud pledged a personal commitment to specific, meaningful, and measurable organizational changes that advance diversity, equity, and inclusion.
- We support organizations that help build the pipeline of students interested in a career in law—from high school through law school. Pipeline programs include Constitution High School, the Summer Mentoring Program at Penn Law School, George Mason University's Antonin Scalia Law School pipeline program with Hampton University, Justice Douglas Pre-Law Fellowship Program, Cutting Sign Workshop, Rutgers Law Minority Student Program, Drexel LeBow College of Business – Bridge Program, and affinity bar law student sponsorships.
- New hires receive a diversity, equity, and inclusion orientation as part of the onboarding process.
- Our internal recruiters have achieved certification by AIRS® as Certified Diversity and Inclusion Recruiters.

### AWARDS AND RECOGNITION

- We achieved Mansfield Certification Plus status for 2023-2024.
- Ballard Spahr ranks fourteenth among the nation's 223 largest law firms in The American Lawyer's 2024 LGBTQ+ Scorecard, with more than eight percent of our attorneys self-identifying as LGBTQIA+.
- We were recognized as a 2024 Tipping the Scales firm by the Diversity & Flexibility Alliance for having 50% or more women in our 2024 new partner class.
- In 2023, Ballard Spahr scored 100 in the Disability:IN and the American Association of People with Disabilities Disability Equality Index.
- In 2023, we earned Gold Standard Certification from the Women in Law Empowerment Forum (WILEF) for the 13th consecutive year. The firm is one of only four to meet all six of WILEF's criteria for Gold Standard Certification every year since the award was created.
- We earned a 100 percent rating in the Human Rights Campaign Foundation's Corporate Equality Index from 2019 to 2022.

## BUILDING A CULTURE OF INCLUSION

- We examine the pipeline for advancement and succession in law firm leadership. We strive to ensure that leadership and management represent diversity across the firm.
- We achieved Diversity Lab 2023-2024 Mansfield Rule Certification Plus in recognition of the firm's commitment to ensuring all talent has a fair and equal opportunity to advance into leadership.
- We conduct mandatory education sessions on diversity, equity, and inclusion topics. We also provide monthly individual e-learning sessions designed to be convenient, interactive, and inspirational in addressing real-world issues and scenarios.
- The firm participates in national surveys that measure and benchmark demographics in the legal profession, including the American Bar Association Model Diversity Survey, Disability:IN and the American Association of People with Disabilities Disability Equality Index, Diversity Lab's Diversity Dividends and Inclusion Blueprint Survey, the Human Rights Campaign Corporate Equality Index, and the Minority Corporate Counsel Association Law Firm Diversity Survey. All are available to clients upon request.
- The Business Professional Multimedia Club (BPMC) offers an informal setting to expand 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 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 Business Resource Groups (BRGs) and Affinity Groups comprise lawyers and business professionals (as relevant) with shared cultural, experiential, and/or 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.

## 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, including Black colleagues.
- We conduct an ongoing review of processes, systems, and practices through the lens of equity to assess opportunities for improvement. We consider "inhibitors," factors that may have historically prohibited diverse lawyers—at the firm and external candidates—from progression and advancement.
- We are addressing race equity in selective school admissions procedures in public high schools and in higher education, together with partners, including Asian Americans Advancing Justice, the NAACP Legal Defense and Education Fund, Inc., and LatinoJustice PRLDEF.
- 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.
- We are educating supervising lawyers and business professionals on how to mitigate common biases in processes such as interviewing, hiring, and performance evaluations.
- The firm is a member of the Law Firm Anti-Racism Alliance.

### OUR BUSINESS RESOURCE GROUPS AND AFFINITY GROUPS

- Asian American Business Resource Group
- Ballard Tapestry: Diverse Business 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