

VENABLE_{LLP}

Diverse. Dynamic. Dedicated.

CA | DC | DE | MD | NY | VA

“ One of my primary goals when I began looking to join private practice was not to be ‘the only one’—the only woman or the only minority in the room. I chose Venable because it has a reputation as a firm where a person’s differences are not a barrier to success.”

- Lisa Tavares

Partner and Chair, Venable Success Network; Co-chair, Diversity and Inclusion Initiative



We recognize that the quality of our counsel relies on the diversity of our perspectives. To realize the true power of a diverse and inclusive workforce, an organization must encourage an environment where all professionals feel supported and have a sense of belonging. This is our goal.

From one of our founding partners' efforts to establish voting rights for blacks in municipal elections, promoting equality has always been a Venable priority. In the past decade, we have demonstrated a commitment to the advancement of diverse attorneys. This commitment starts at the top. Venable was the first *AmLaw* 100 law firm to have an African American serve as its managing partner: Karl Racine, who went on to become the current DC Attorney General. Forty percent of our board consists of women and racially diverse members – nearly double the typical representation of such attorneys on boards at comparable law firms.

The firm has also seen a 40% increase in the number of racially diverse attorneys since 2009. In that same period, we doubled the number of female partners and counsel and raised the number of female associates to 51%, thereby bringing our total percentage of women attorneys to 39%, exceeding the industry average. And the future looks brighter. Today, 35% of our 2L summer associate class is racially diverse and 65% female, figures that underscore our commitment to recruiting aspiring attorneys from all walks of life.

Women and racially diverse partners lead:

Our second largest office (Partner-in-Charge)

Our renowned Intellectual Property Division

Premier practice groups, including eCommerce and Privacy, IP Transactions, FDA, International Trade, Financial Services, Antitrust, Nonprofit, Healthcare, and Wealth Planning

Our Professional Development and Recruiting Committee, International Steering Committee, and The Venable Foundation

40%

Increase since 2009

In number of racially diverse partners

39%

Women attorneys

Exceeding the industry average

25%

Racially diverse associates

Across all offices

35%

Racially diverse summer associates

In our 2019 2L summer class

65%

Women summer associates

In our 2019 2L summer class

Our Approach

While we are proud of our progress, we know we have more to do. In 2017, the firm's chairman, Stu Ingis, established a board-level Diversity and Inclusion Initiative to assess our current efforts and identify ways to accelerate them. In our mission to reflect the diverse communities we serve, we follow a multi-pronged approach to recruit, retain, and promote diverse talent.

Recruit

We proudly partner with the Leadership Council on Legal Diversity (LCLD), the premier organization fostering equality in the legal profession, to help build and cultivate a robust recruiting pipeline. Partnership with LCLD requires active participation in LCLD conferences by our co-managing partners.

- We host LCLD's 1L Scholar program, in which diverse law students spend half the summer at Venable and half in-house with a client.
- In 2019, we added San Francisco as our fifth Scholar city. Four of our prior 1L scholars will join the firm as first-year associates in fall 2019
- We recruit diverse talent from historically black law schools and other top-tier schools around the country, and from job fairs, such as the Southeastern Minority Job Fair, the Northeast Black Law Students Association (BLSA) Job Fair, the Western Region BLSA Job Fair, and the Lavender Law conference
- Several of our offices host winter receptions for local or regional law students

“ In addition to the right combination of personal and professional support, preparation is key to achieving success as an African American and a female lawyer. With this combination, I have been able to achieve sitting on the board and leading a practice group at a national law firm. I try to ‘pay it forward’ and share this honor whenever I can by mentoring all young attorneys, particularly African American women.”

- Claudia Lewis

Partner and Venable Board Member



Retain

Firm leadership, including the board, and members of the Evaluation and Hiring Committees, have received mandatory unconscious bias and inclusion training focused on “Inclusive Leadership.”

- We sponsor mid-career lawyers’ participation in the LCLD Fellows and Pathfinder programs, which focus on building leadership and networking skills
- Unconscious bias and inclusion training will be conducted for all partners, as will training for counsel, senior associates, and senior staff, in 2020
- In 2019, the Diversity and Inclusion Initiative hosted meetings in all of the firm’s offices to educate and inform firm leaders, partners, and associates on its progress in measuring the success of current programs, determining the gaps in training, and identifying areas of improvement, all while reinforcing Venable’s goal of having an authentic culture of belonging
- By early 2020, the Diversity and Inclusion Initiative will present its findings and unveil a new diversity governance and accountability structure

“ Co-founding and leading WAVE, Venable’s affinity group that helps women fine-tune business development skills, has been a highlight for me.”

- **Stephanie DeLong**

Partner, Venable Board Member, and Chair, Women Attorneys at Venable (WAVE)



Firm Accolades

New York City Bar Association's 2019 Diversity Fellowship Program Partner of the Year Award

Category Honors: Firm Structure, Yale Law Women's Top Ten Firms for Gender Equity and Family Friendliness

WILEF 2019 Gold Standard firm

2019 Lawyers of Color Diversity & Inclusion Leader

2018 LCLD “Top Performer” and “Compass Award” winner

Promote

Our affinity groups promote career growth and wellness for our diverse attorneys, focusing on support for members and the ongoing development of junior and mid-level lawyers. Through workshops and networking events, group members develop relationships with Venable leaders, mentors, colleagues, and clients.

- The Venable Success Network (VSN) - VSN's ongoing efforts have contributed to Venable's 2019 recognition as a Lawyers of Color Diversity & Inclusion Leader. This honor is bestowed upon law firms that are demonstrated leaders in hiring and retaining black attorneys based on data collected in *The Black Student's Guide to Law Schools & Firms*
- Women Attorneys at Venable (WAVE) - Thanks in large part to WAVE initiatives, Venable was certified as a 2019 Gold Standard firm by the Women in Law Empowerment Forum (WILEF). WILEF's certification is crucial because it establishes important benchmarks as we continue to progress
- LGBTQ @ Venable - LGBTQ @ Venable explores issues of particular importance to the LGBTQ community. Recent events include a discussion and reception with Jim Obergefell, the named plaintiff in the landmark decision that resulted in a victory for marriage equality

“ I have seen firsthand how Venable supports diversity. Our LGBTQ @ Venable events have been opportunities for the full firm to come together, to learn, and to make all firm members feel included.”

- Colin Vandell

Partner and Co-Chair, LGBTQ @ Venable



“ Venable’s clients benefit from sound counsel and innovative ideas developed by a diverse group of talented attorneys. The firm’s commitment to diversity and inclusion is an important part of our success and is backed by a sustained effort that we aim to improve on an ongoing basis.”

- Stu Ingis

Partner and Chairman

