

MAYER | BROWN

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GLOBAL DIVERSITY

Empowering Exceptional Solutions
Through Diversity, Equity & Inclusion







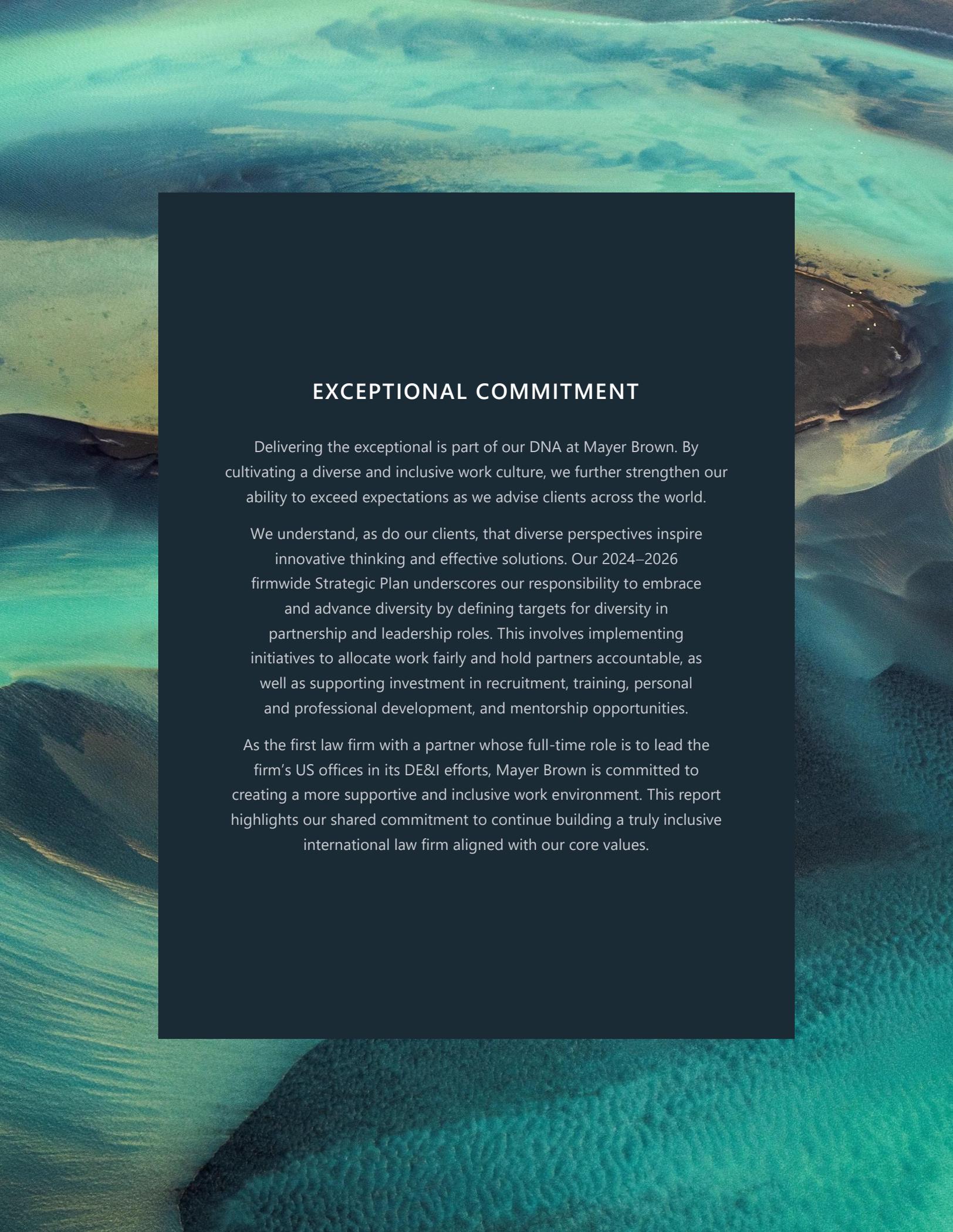
FROM THE CHAIR

“When it comes to generating the creativity, innovation and practical solutions that our clients demand, nothing substitutes for bringing together lawyers and professionals with diverse backgrounds and perspectives. To that end, we will always strive to broaden our diversity and to build a workplace culture in which all of our people can thrive.”

Jon Van Gorp

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EXCEPTIONAL COMMITMENT

Delivering the exceptional is part of our DNA at Mayer Brown. By cultivating a diverse and inclusive work culture, we further strengthen our ability to exceed expectations as we advise clients across the world.

We understand, as do our clients, that diverse perspectives inspire innovative thinking and effective solutions. Our 2024–2026 firmwide Strategic Plan underscores our responsibility to embrace and advance diversity by defining targets for diversity in partnership and leadership roles. This involves implementing initiatives to allocate work fairly and hold partners accountable, as well as supporting investment in recruitment, training, personal and professional development, and mentorship opportunities.

As the first law firm with a partner whose full-time role is to lead the firm's US offices in its DE&I efforts, Mayer Brown is committed to creating a more supportive and inclusive work environment. This report highlights our shared commitment to continue building a truly inclusive international law firm aligned with our core values.

GLOBAL GOALS & INITIATIVES

We aim to continually introduce and expand on multiple initiatives to ensure that our work environment across the firm welcomes, respects and supports every individual, helping us to live our values every day.

ACCELERATING MEANINGFUL CHANGE

Mayer Brown's Project Equity, created in June 2020 following the killing of George Floyd by police officers in Minneapolis, is designed to broaden our engagement on issues of racial and social justice and help bring about meaningful change in the communities where we live and work.

Through Project Equity, we have developed pro bono and community service opportunities for lawyers and business services professionals focused on voter rights, criminal justice and policing reform, housing and economic stability, education equity and minority-owned small business assistance.

While initially directed at addressing systemic racism in the United States, Project Equity was expanded to all our offices globally to also include migrant workers, housing, education, empowering minority-owned social enterprises and creating greater opportunities for Black law students.

We are proud to report that, through the end of 2023, we developed more than 50 projects in the United States and surpassed our goal of devoting 50,000 pro bono hours to Project Equity and community services matters. Through our financial contributions, we have supported the important work of organizations such as the Southern Coalition for Social Justice, the Southern Center for Human Rights, the Promise of Justice Initiative, the Florida Rights Restoration Coalition, the Lawyers Committee for Civil Rights, the ACLU Racial Justice Program, the NAACP Legal Defense Fund, the Asian American Law Fund of New York, the Posse Foundation, Kids in Need of Defense and Breaking Barriers.

The firm has renewed its hours and financial commitment to Project Equity for another three years.

BUILDING A MORE INCLUSIVE CULTURE

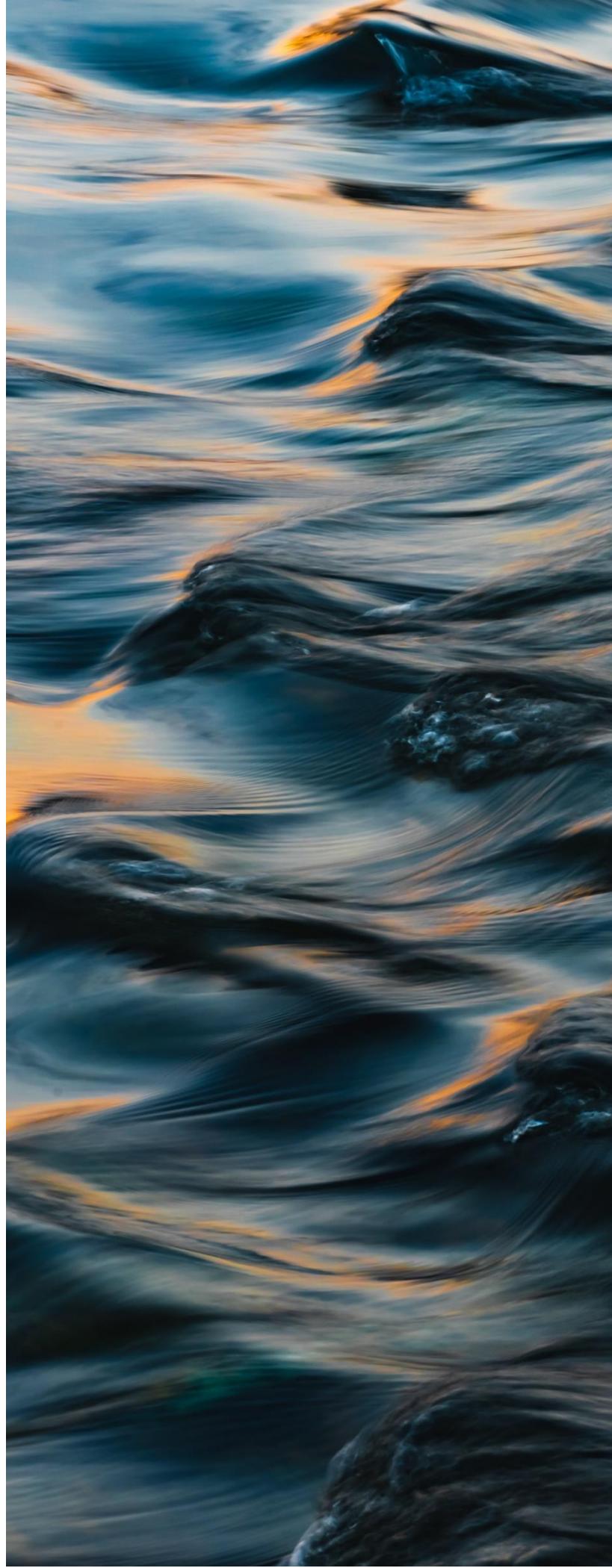
Each of our regions provides comprehensive local DE&I learning and development opportunities, aligned with the firm's values.

Over the past few years, we have conducted more than 50 workshops designed to help navigate issues of shared concern such as unconscious bias, bullying and harassment, respect in the workplace, how to be an impactful ally and how to apply inclusive leadership principles. Held in multiple offices across all regions of the firm, the interactive, professionally facilitated sessions evoke thoughtful self-reflection and offer practical tools to create a more inclusive culture.

"As a global firm, we are focused on creating an inclusive environment where diverse experiences are both valued and built upon, which in turn facilitates the collaboration required to deliver excellent client service. With more than 40 affinity networks across our offices, we actively foster a culture that embodies respect, a sense of belonging and opportunity for all."



Annette Sheridan
Global Chief HR Officer



CELEBRATING SHARED VALUES

With 27 offices spread across the globe, it is important for us to stay connected as one firm and cultivate a shared community spirit. Bringing people together through Global Diversity Month, designated Awareness Days and Awareness Campaigns helps strengthen and celebrate our sense of belonging.

GLOBAL DIVERSITY MONTH

Global Diversity Month has become tremendously popular since we inaugurated this annual celebration in March 2017. It plays an important part in our mission to build a diverse, equitable and inclusive workplace. In 2023, we hosted nearly 40 events and programs across our offices.

To launch the month, we hosted a hybrid session across our European offices with Dr. Kamel Hothi, OBE, non-executive director, advisor and trustee of TLC Lions, on pushing the boundaries of biases, engaging in self-discovery and recognizing the power of purpose, inclusion and emotional intelligence.

Our US offices closed with a program with Kim Johnson, the award-winning author of young adult novels *This is My America* and *Invisible Son*. US offices also enjoyed desserts from LGBTQ-owned bakeries in celebration of International Transgender Day of Visibility, and the firm made donations to the Trans Youth Equality Foundation and the Transgender Law Center. *Bottom left photo:* Associate David Mills and author Kim Johnson discuss diverse storytelling, advocacy for criminal justice reform, and the rising phenomenon of diverse educational curriculums and stories being banned, challenged, or removed from school districts across the country.



YOUNGER-SELF POSTCARDS

A highly popular Global Diversity Month initiative in all our offices was “A postcard to your younger self,” which encouraged employees to share advice they would have liked to receive when they were younger.

AWARENESS DAYS AND AWARENESS CAMPAIGNS

INTERNATIONAL WOMEN'S DAY

Mayer Brown offices around the world celebrated International Women's Day. In Hong Kong, we celebrated with HER Fund, a nonprofit organization that mobilizes resources for women's empowerment, promotion of social change and gender equality. Together we worked on a series of events that included networking and drinks with insightful sharing by fund grantees and board members, a three-day exhibition showcasing products by women-led community-based projects and a panel discussion on "Change MakeHER: A Battle of Identity—In Dialogue with the Hong Kong Trans Community."



Hong Kong. Moderated by Michael Chan, Diversity, Equity & Inclusion Manager – Asia, panelists included Christine Chu, founder of Hong Kong Trans Law Database, and Dr. Zephyrus Tsang, co-founder and vice-chairperson of Quarks, a Hong Kong nonprofit that serves trans youth.

We also held a panel discussion on the theme of the year—Embrace Equity—joined by our Retain and Advance Women (RAW) Network co-chairs Amita Haylock and Jasmine Chiu and male allies Hong Tran and Tom Fu.



London. Our European RAW Network hosted its first European-wide, in-person event in the London office. The day-long program included sessions on mentoring and career coaching, a panel discussion with women partners and speed networking opportunities.



Brazil. In Brazil, the Gender Equality Affinity Group co-hosted a lecture with the consultancy Actio DH and provided self-care gifts to women in our offices, while the US Women's Forums held celebrations in various offices around the Embrace Equity theme.



US. Liz Espín Stern reflects on women who inspire her at a Women's History Month and International Women's Day celebration in the Washington DC office.

GLOBAL PANDA CAMPAIGN

Our Asia Pride & Ally Network organized a global Panda (Pride and Allies) campaign during Pride Month to showcase our LGBTQ+ support and allyship. Panda started in Hong Kong and traveled to several Mayer Brown regional offices around the world to appear with local affinity groups.



Washington DC



London



Frankfurt



New York



Hong Kong

#POSITIVELYPURPLE

for International Day of Persons with Disabilities

Across the firm, we supported the #PositivelyPurple movement to raise awareness of the International Day of Persons with Disabilities, which honors the contributions of people with disabilities and uses the color purple to drive momentum for disability inclusion. Colleagues were encouraged to wear purple, and our offices hosted purple-themed celebrations.



Hong Kong



Vietnam



London



Singapore



London



Düsseldorf

As part of our support for #PositivelyPurple, our Enable Network in London hosted Nerys Pearce, a speaker from the award-winning Drive Project. She shared her powerful personal story about resilience and setting a Paralympian world record following her paralysis from the chest down.



RAMADAN

Through a series of blog posts, colleagues in our offices across the globe shared personal perspectives on the meaning of the holy month of Ramadan.

“Personally, Ramadan brings me so much peace and gives me a sense of belonging to a strong community...”

*Maya Camara,
London*

“All in all, it teaches me anew to practice self-discipline, self-control and encourages me in actions of generosity and charity.”

*Amatulnoor Khalid,
Frankfurt*

“It’s a very special time and my favorite month – we spend more time together as a family as we try to say our prayers and eat meals together.”

*Nishrin Hussain,
Hong Kong*

DIWALI

Our offices in London, Singapore and Washington DC hosted Diwali celebrations in November to mark the Festival of Lights. The celebrations featured delicious food, performances, dance lessons and a rangoli coloring contest.



London



Singapore

INCREASING DIVERSE LEADERSHIP

Mayer Brown achieved 2022-2023 Mansfield Rule Certification in the US and UK, and confirmed our commitment to continue seeking recertification in the future. Starting in 2024, the Firm also has joined with other law firms committed to creating a more inclusive environment for lawyers with disabilities.

The Mansfield Rule, created by Diversity Lab, an incubator for innovative solutions in law, is a structured certification process created to boost and sustain diversity in leadership and the pipeline to leadership by focusing on three pillars:

1. Shifting cultures and mindsets through data tracking, advancement transparency and considering a broad slate of 30% underrepresented talent for leadership roles and the activities that lead to leadership;
2. Sharing knowledge to provide a collective way to work, learn and succeed together as a community;
3. Increasing the marketplace visibility and expanding networks and client relationships of underrepresented talent through Mansfield Client Forums and more.

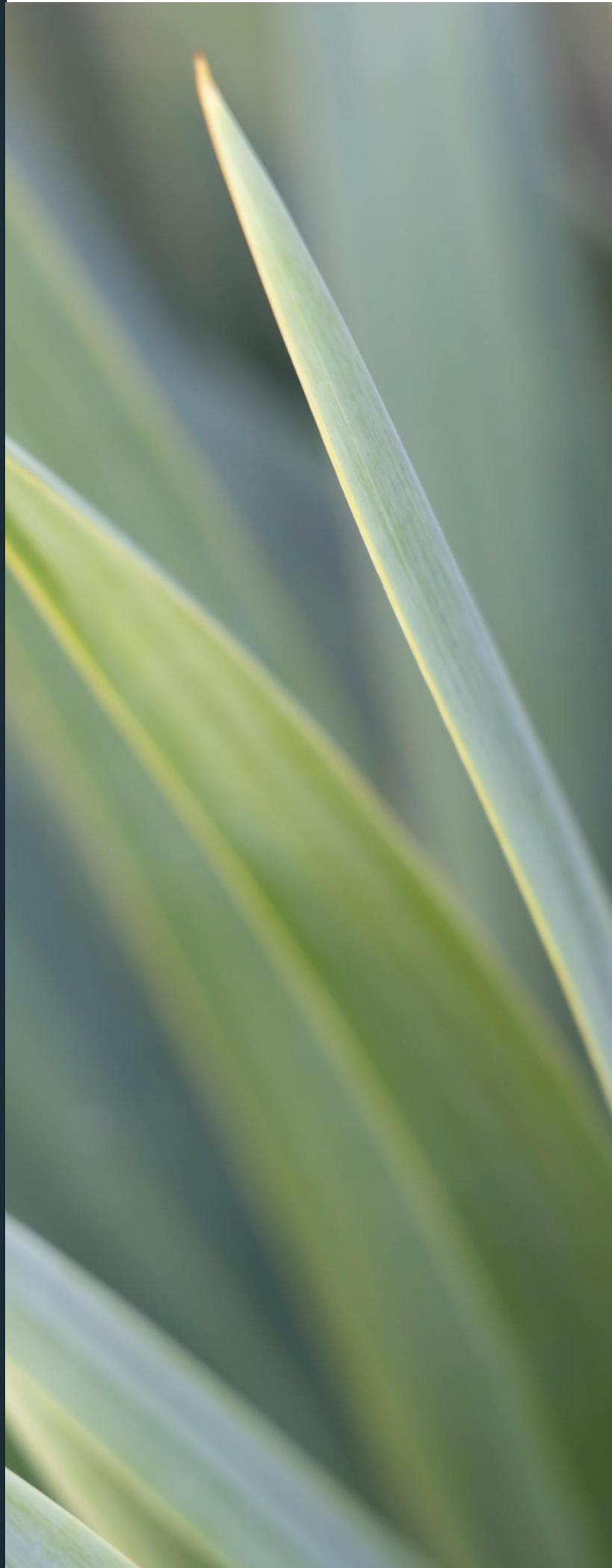
"We strive to foster a genuinely inclusive atmosphere at Mayer Brown, where talented individuals from diverse backgrounds are inspired to shape their careers. Aligned with our values and the expectations of our clients, we take pride in advancing more women and lawyers from underrepresented groups into leadership roles. Yet our commitment continues—we set challenging goals, aiming to consistently surpass them."



*Jeremy Clay
Managing Partner*

REGIONAL GOALS & INITIATIVES

Mayer Brown's three regions—the Americas, Asia and EMEA—continue to develop their own diversity, equity and inclusion goals. Guided by the firm's global vision and values, these regions tailor their approaches to meet their own unique challenges.



AMERICAS

We strive to foster a more diverse, supportive and inclusive work environment in which everyone has an equal opportunity to succeed and reach their full potential.

Our holistic approach to DE&I includes a formal strategic plan. This plan focuses on key areas, including recruiting, retention, promotion and communicating our commitment to diversity, equity and inclusion.

Mayer Brown's affinity groups are critical partners in driving an inclusive, supportive, and enriching work environment. They help us achieve meaningful change by bringing together Mayer Brown colleagues who are often underrepresented in the legal profession, and share interests or perspectives related to race, gender, gender identity, sexual orientation, or other areas. Affinity groups share the mission of promoting the recruitment, retention, and professional development of underrepresented individuals at Mayer Brown, building community among colleagues, and providing a forum for members to discuss and share information regarding issues important to the community.

"Despite recent legal challenges to DE&I initiatives in the US, Mayer Brown's dedication to diversity, equity and inclusion remains unwavering. Through deliberate actions and thoughtful programs, we continue to shape a work environment that champions diversity as both a moral imperative and a strategic advantage."



*Jeremiah DeBerry
Partner, Director of Diversity,
Equity & Inclusion, US*

AFFINITY GROUPS

We have over 30 affinity group chapters for associates and business services staff across the US, Women's Forums in each office, and three affinity groups in our offices in Brazil, where Mayer Brown works in association with Taill & Chequer Advogados.

Our affinity groups, of which membership is open to all, include Asian American & Pacific Islander (AAPI), Black, Latinx, LGBTQ+, Middle Eastern & North African (MENA), and South Asian affinity groups for both lawyers and business services staff.



Co-chairs of the Chicago LGBTQ+ Lawyers affinity group celebrate Pride with Office Managing Partner Joanna Horsnail.



Colleagues gathered at a dinner and reception to welcome new associates to the Chicago office.

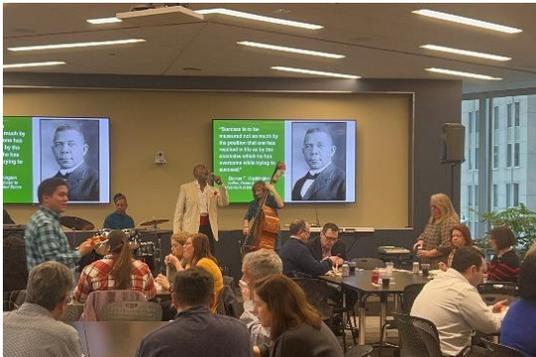


AAPI Lawyers at the Asian American Bar Association of New York Annual Awards Gala.



South Asian Lawyers and Business Services Professionals from various US offices attended the Indian American Impact Awards Gala after the affinity group's launch meeting in Washington DC.

In 2023, our affinity groups continued to plan a variety of events across offices that served as an opportunity for education, service, professional development, conversation, and celebration.



The Chester McSwain Blues Jazz Pop Trio plays during the Black History Month food festival, which featured cuisine from local Black-owned restaurants.



The DC Black Lawyers affinity group enjoys a day of sailing in Annapolis, MD.



NY colleagues on the red carpet at the Latino Justice PRLDEF Annual Gala.



The NY LGBTQ+ Business Services affinity group volunteer at a community soup kitchen in the spring. The group also held a fundraiser for the Transgender Law Center.

US WOMEN'S FORUMS



Diplomacy in Action: DC partner Grace Shie, chair of Mayer Brown's Women's Leadership Committee, moderates a conversation with DC Office Managing Partner Liz Espín Stern, Ambassador Maureen Cormack, Ambassador Yuri Kim, and Foreign Service Officer Jamie Shufflebarger.



The Chicago Women's Forum held a dinner to welcome new associates and laterals.



Partners gather together for the launch of a DC and New York Women Partner's Initiative.

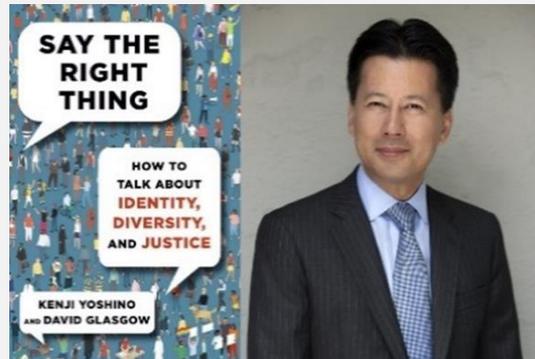


NY Women's Forum members at a golf outing.

SPEAKERS

In 2023, Mayer Brown welcomed a variety of speakers to the firm through affinity group and leadership initiatives, as well as our “Race and Justice in America Speaker Series,” which explores justice issues, movements, and the personal stories that impact underrepresented groups. Hundreds of firm colleagues, clients, and law students attended these enriching conversations.

RACE AND JUSTICE IN AMERICA SPEAKER SERIES



In celebration of 2023 Global Diversity Month, NYU Professor Kenji Yoshino shared insights from “Say the Right Thing: How to Talk about Identity, Diversity, and Justice,” the book he co-authored with David Glasgow. His talk offered a practical and nuanced approach to the challenging conversations and issues that we increasingly confront in our day-to-day lives.



In celebration of Hispanic Heritage Month, the Chicago office hosted 10-time Emmy award winner María Elena Salinas, who spoke about resilience and the changes she has seen within the Latinx community during her career, and her role as a journalist for over four decades. Mayer Brown partner Cassandra Best (New York) and associate Luiz Miranda (Chicago) served as moderators and introduced María Elena Salina. Law school students and clients also joined the event, in person and virtually.

USING YOUR EDGE: TURNING ADVERSITY INTO ADVANTAGE

In collaboration with Mayer Brown's AAPI Lawyers affinity groups, our Chicago office hosted award-winning Harvard Business School professor Laura Huang in May. Dr. Huang debunked the myth of meritocracy and shared research from her book "Edge: Turning Adversity into Advantage." Many of our offices held virtual "watch parties" for this event followed by celebrations for AAPI Heritage Month.



Dr. Laura Huang explains how perceived weakness can be used as strengths to propel your career.



AAPI Lawyers affinity group co-chairs Elaine Liu and Esther Chang with Dr. Laura Huang (center).

NEXTGEN DC SPEAKER SERIES

As part of the NextGen DC Speaker series, our Washington DC office hosted two award-winning speakers to talk about the intersection of identity, activism, and their personal journeys. Imara Jones, named as one of *Time Magazine's* most influential people of 2023, discussed the current culture of hostility toward transgender people in the United States, as well as her work as a journalist focusing on social justice and equity issues. Actor BD Wong shared the beauty and challenges of embracing multiple identities, emphasizing the importance of perseverance, embracing diversity and staying true to oneself.

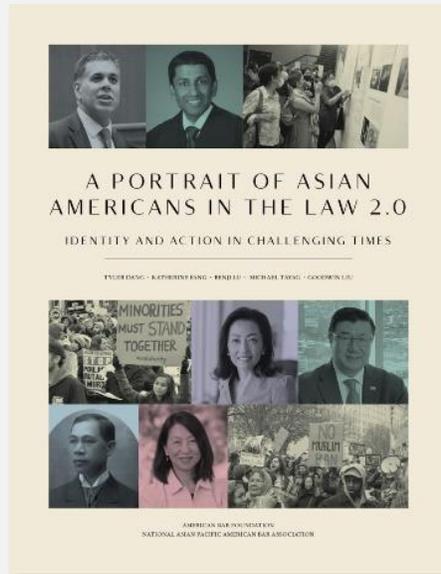


Morgan Bailey, Liz Espín Stern, Eliel Flores, Imara Jones, Carl Risch and Mickey Leibner enjoy a reception following Imara's talk.



BD Wong in conversation with event attendees

A PORTRAIT OF ASIAN AMERICANS IN THE LAW 2.0



Chicago associate Elaine Liu spearheaded a partnership with the Chicago AAPI Lawyers affinity group and the Asian American Bar Association of Greater Chicago to host a panel discussion featuring keynote speaker, the Honorable Goodwin Liu, Associate Justice of the Supreme Court of California. Moderated by partner Grace Shie, the panel explored the findings of the second iteration of the groundbreaking study, "A Portrait of Asian Americans in the Law." The discussion focused on the persistent underrepresentation of AAPI lawyers in the top ranks of the legal profession, building institutional support to promote advancement, and harnessing the AAPI community's building engagement level to create real change.



Hon. Goodwin Liu shares the main findings of the "Portrait Project" while moderator Grace Shie and panelists Ajay K Mehrotra, Alan Tse, and Sandra Yamate listen.

CONFERENCES

As a part of our commitment to providing extensive professional development opportunities, we encourage participation in various conferences held throughout the year. In addition to the firm's own biannual Diverse Lawyers Summit, Mayer Brown lawyers attend national conferences with bar associations and organizations like the National LGBTQ+ Bar Association (host of Lavender Law), Charting Your Own Course (CYOC), Corporate Council Women of Color (CCWC), National Bar Association (NBA), Hispanic National Bar Association (HNBA), Leadership Council on Legal Diversity (LCLD), National Asian Pacific American Bar Association (NAPABA), and the South Asian Bar Association of North America (SABA).



Lawyers who attended the Lavender Law conference engaged in programming on legal issues affecting the LGBTQ+ community, networking, and career planning.



Mayer Brown's DE&I team joins law firm diversity professionals from across the US annually to network and participate in sessions dedicated to current issues and best practices in the field.



NAPABA and SABA conference attendees participated in numerous sessions devoted to career development for lawyers of color by focusing on relationship building and self-development strategies.



ADDITIONAL DE&I EVENTS

BUILDING RESILIENCE: MAYER BROWN AND ACCENTURE DE&I RETREAT

Mayer Brown's DE&I team, together with partner Grace Shie and Accenture's Patrick Fang, hosted the first joint diversity retreat for Mayer Brown and Accenture's affinity groups. More than 250 participants joined the in-person event held simultaneously in Mayer Brown's Chicago, Houston, Los Angeles, New York and Washington DC offices.



Keynote speaker and coach Rudhir Krishtel pictured in DC office with Patrick Fang, US Assistant Director of DE&I Kawezya Burris, and Grace Shie.



DC Office Managing Partner Liz Espin Stern and Accenture's General Counsel Joel Unruch in Chicago discussing how to meaningfully champion diverse talent.



Mayer Brown and Accenture colleagues participated in facilitator-led discussions and team-building activities.

PRACTICING ATTORNEYS FOR LAW STUDENTS PROGRAM (PALS)

Mayer Brown continued a long-standing relationship with PALS, an organization dedicated to enhancing the skills and careers of minority law students and lawyers at the start of their careers.

The New York office co-hosted a PALS panel on “How to Be an Effective Summer Associate or Intern.” Mayer Brown partner Manuel Velez and associate Blair Christian joined the panel of lawyers to discuss career development tips, including how to best navigate the hybrid workplace, handle mid-summer evaluations and obtain feedback, and develop lasting relationships. The panel was followed by a networking reception. In the first photo below, summer associates enjoy networking with students and lawyers from various legal organizations across the New York City area.



DIVERSITY NETWORKING RECEPTION/INSURANCE INDUSTRY CHARITABLE FOUNDATION (IICF)

The New York office held a diversity networking reception for the IICF conference. The IICF is a collective of the insurance industry that provides grants, volunteer services, and leadership in the communities where we live and work. Pictured below is the US Director of DE&I and IICF board member Jerry DeBerry (center) pictured with reception attendees.





JUNETEENTH OBSERVANCE ONLINE RESOURCES

Scan the QR code for events, podcasts, videos, books and other resources curated for the Mayer Brown community to deepen understanding of the significance and relevance of Juneteenth. Juneteenth marks the day when news of emancipation and the end of the Civil War reached the last group of enslaved people in America and is observed as a paid holiday in our US offices.

DIVERSITY SCHOLARS PROGRAM

The Mayer Brown Diversity Scholars Program annually awards \$25,000 scholarships to law students in our Summer Associate Program who share our commitment to improving diversity in the legal profession and demonstrate strong academic performance. Student recipients in 2023:



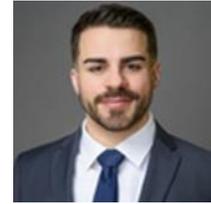
**BENJAMIN
BYERS**
Emory



**MICAYLA
BRUGELLIS**
University of Michigan



**SAUNDREA RUPERT-
SHROPSHIRE**
Georgetown



**CHRISTIAN
SANCHEZ**
Northwestern



**TAYLOR
STOKES**
Duke



**CAROLYN
TRENEER**
Georgetown



**SYLVIA
WANG**
Berkeley

LEADERSHIP COUNCIL ON LEGAL DIVERSITY (LCLD)

Founded in 2009, LCLD is an organization of more than 400 general counsel of major corporations and managing partners of the nation's leading law firms who are personally committed to creating a more diverse and inclusive legal profession. Part of Mayer Brown's partnership with LCLD includes our participation in the LCLD fellowship and pathfinder programs.

Our 2023 fellow, Marjan Bachelor, participated in the year-long professional development program focused on leadership and relationship-building with other emerging leaders who have distinguished themselves within their organizations. Our Pathfinders, Frances Guerrero and Julyana Dawson, joined other underrepresented, early and mid-career lawyers in a program focused on gaining practical tools for developing and leveraging internal professional networks, career development strategies and foundational leadership skills. Frances won the inaugural LCLD Pathfinder Atlas award for her high level of dedication and engagement in the program.

US ACCOLADES

The American Lawyer
A Top 3 Firm for Diversity, 2023

Boosting Diversity in Leadership
Mansfield Rule Certification, 2023

Lawyers of Color
Industry Leader Diversity Award, 2023

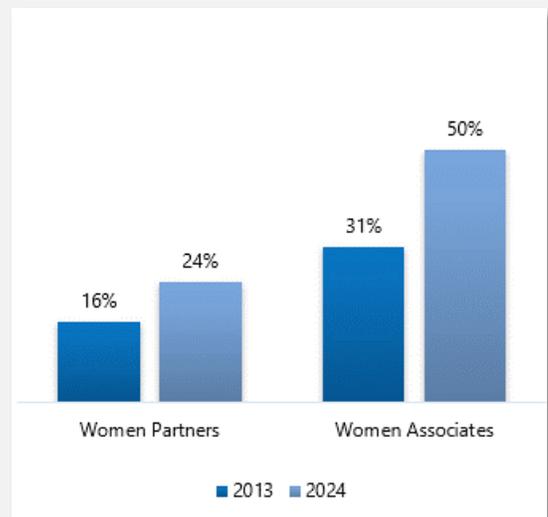
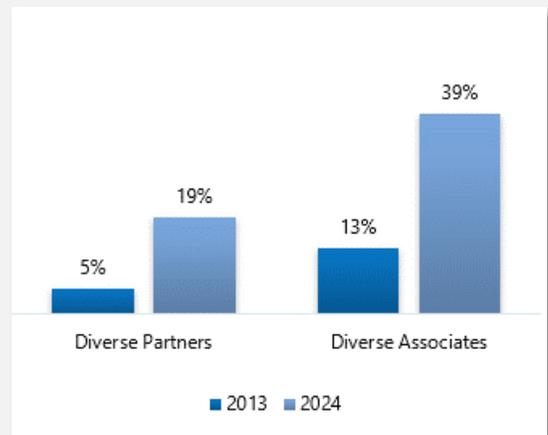
Outside Counsel Diversity Award
Accenture, 2023

Diversity & Flexibility Alliance
"Tipping the Scales" Firm, 2023

Finalist
MCCA Thomas L. Sager Award, 2023

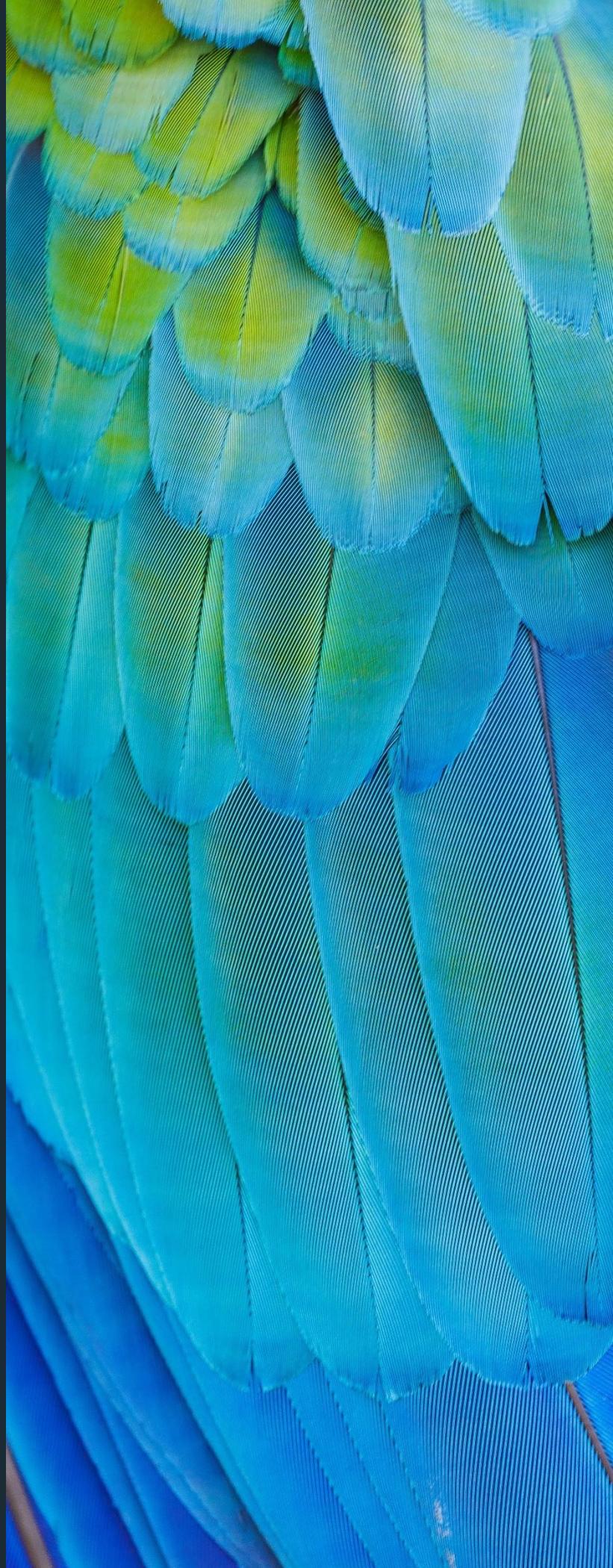
US NUMBERS

Diverse Partners and Associates encompass race, ethnicity and individuals who identify as LGBTQ+ at Mayer Brown.



LEARNING AND SUPPORTING IN BRAZIL

Spearheaded by our Diversity, Equity & Inclusion Committee and affinity groups, our Brazilian offices participate in numerous educational opportunities and fundraising campaigns to expand knowledge about inclusive practices and provide support to colleagues.



GENDER EQUITY AFFINITY GROUP

Celebrating Mother's Day by addressing the importance of maternity care and access to rights for mothers at an event co-hosted with the NGO Providing in Favor of Life. As part of the activities of the gender equity affinity group, we participated in the Lilac August campaign, an opportunity to raise awareness on the issue of violence against women.



We celebrated Mother's Day by addressing the importance of maternity care and access to rights for mothers at an event co-hosted with the NGO Providenciando a Favor da Vida.



EQUAL PAY LAW DISCUSSION
Tauil & Chequer Advogados partner Aline Fidelis (São Paulo) discussing Brazil's new equal pay law.

ETHNIC-RACIAL AFFINITY GROUP



In support of Indigenous Peoples' Day, raising money for an indigenous village in Rio de Janeiro, including a raffle for books written by indigenous authors.



During Black Consciousness Month, hosting a class with history professor Ynaê Lopes.



Observing the National Day to Combat and Denounce Racism (which falls on the date that Brazil abolished slavery) by sponsoring a class on abolition with Professor Alessandra Benedito.



On Afro-Latin American and Caribbean Women's Day, hosting a discussion with Dione Assis, founder of Black Sisters in Law.



Distributing informative communications on World Refugee Day.

LGBTQI+ AFFINITY GROUP

Our full calendar of events includes our mentoring program with our NGO partner Casinha Acollida, the Pride Quiz in June and activities with our institutional partners, including the LGBTQI+ Business and Rights Forum and OUTstand Brasil.



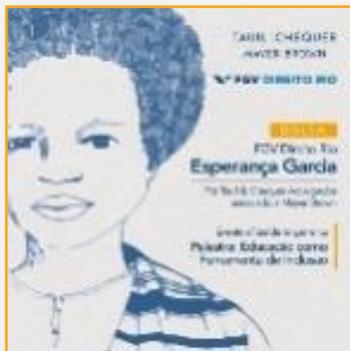
Mentors advise LGBTQ+ job-seekers on CV creation, LinkedIn profile development and interview techniques.



Pride Month announcement.

BUILDING A PIPELINE

With the support of the firm's Project Equity funding, we have been able to amplify our DE&I activities.



We offer the Esperança Garcia Scholarship, which finances five years of training for a Black student at the FGV-Rio Law School. We also provide scholarships for Black women who participate in Abayomi, a preparatory course for the OAB exam and other exams, and we grant scholarships for our summer intern program.



The opening event for the Food Grant, our new nutrition program for Black law students.

PARTNERING FOR DIVERSITY

To further advance our DE&I efforts, we partner with leading institutions and organizations including:

THE BUSINESS AND LGBTI+ RIGHTS FORUM/
FORUM DE EMPRESAS E DIREITOS LGBTI+

OUTSTAND BRASIL

THE WOMEN 360 MOVEMENT/
MOVIMENTO MULHER360

CASINHA ACOLHIDA

FGV-RIO LAW SCHOOL

ABAYOMI JURISTAS NEGRAS

ASIA

In 2023, we organized more than 40 events and initiatives that covered six topics including gender equality; LGBTQ+; race, ethnicity and culture; disability inclusion and accessibility; health and well-being; and working families. Building on momentum from previous years, we continue to work closely with our clients and colleagues to expand our community of like-minded individuals, passionate about creating a more diverse, equitable and inclusive workplace in Hong Kong and Asia.

DE&I COMMITTEE IN ASIA

More than 80 clients, lawyers, business services professionals and future trainees from Hong Kong and other offices in Asia joined us at the Asia DE&I Committee fifth Anniversary Celebration. We were also joined by HER Fund, a local nonprofit and the only community women's fund that advances gender equality by grant-making and capacity-building in Hong Kong.

RACE, ETHNICITY AND CULTURE



ZUBIN FOUNDATION'S EMERGING TALENT PROGRAM

Through our partnership with the Zubin Foundation's EMerging Talent Internship Program, we provide internship opportunities to ethnically underrepresented students.



Mayer Brown partners Jasmine Chiu, Jennifer Tam and Mei Ling Lew, Senior Legal Trainer Rachael Guan, and Business Development Manager Camila Chan shared their career stories and success tips with ethnically diverse young women at an EMPOWER program organized by The Amber Foundation.

AMBER FOUNDATION EMPOWER PROGRAM

Mayer Brown is a proud sponsor of the EMPOWER program, which helps ethnic minority women in Hong Kong universities build a business network for future career opportunities. Our partnership with The Amber Foundation also includes organizing a summer internship for female ethnic minority law students in collaboration with one of our banking clients. Participants work with a woman partner at Mayer Brown for eight weeks and then spend a week with our client's legal team.



ASIAN UNIVERSITY FOR WOMEN FUNDRAISER

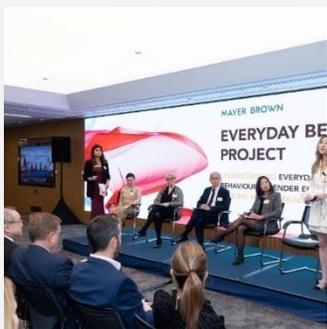
Mayer Brown supported "A Night of Impact" fundraiser, which provides financial aid for women across the region to complete their higher education at Asian University for Women (AUW) in Bangladesh. The firm also donated HK\$30,000 to AUW's Pathways for Promise program aimed at providing free education to talented women from among Bangladeshi garment factory workers.

GENDER

EVERYDAY BEHAVIOR PROJECT

Jointly conducted by Mayer Brown Asia and Women in Law Hong Kong (WILHK), the survey on “Understanding Everyday Behavior & Gender Equality Issues in the Hong Kong Legal Sector” provides valuable insights based on responses from professionals in the legal sector to address the everyday, subtle, often unintentional comments and interactions that may contribute to gender inequality. Jon Van Gorp, Terence Tung and other Mayer Brown senior leaders attended the Everyday Behavior Project launch. The report provides data that can be used to address discriminatory behavior, close gender gaps in career advancement and promote a fair working environment for women in the legal sector. The results were presented at several events throughout the year, including:

The Manulife International Women’s Day event on “Embracing Gender Diversity: From micro-aggressions to micro-affirmations”; a small group of clients in Singapore, with discussion led by partners Gabriela Kennedy and Amita Haylock; and a roundtable with the Bank of New York Mellon (BNY Mellon) in Mayer Brown’s Hong Kong and Singapore offices.



Everyday Behavior
Project launch



BNY Mellon
Roundtable



Hongkong Land
Roundtable

WOMEN IN LAW ROUNDTABLE

Our Hong Kong office partnered with Hongkong Land Limited to host a roundtable discussion on “Women in Law—Gender Diversity Challenges and Opportunities in the Legal Profession.” The event was well-attended by law firm legal professionals and in-house counsel.

TEDxTinHauWomen

Mayer Brown sponsored another successful TEDxTinHauWomen “Two Steps Forward” conference, joined by many clients and colleagues. Our interactive “Inclusion for All” exhibit immersed participants in the lived experiences of ethnic minorities through virtual reality developed by City University of Hong Kong, bolstered by stirring personal stories of racial discrimination by the Zubin Foundation. Participants were also asked to take on two or more identified Action Point challenges to build a more inclusive Hong Kong.



EMPOWERED, PERIOD

Our RAW (Retain and Advance Women) Network sponsored social enterprise LUUNA’s campaign “Empowered, Period,” which aims to support 500 underserved women, girls and individuals with menstrual periods in Hong Kong with up to one year of period care to alleviate the financial burden of menstruation and destigmatize menstrual health.



DRESS PINK DAY

Led by our RAW Network, our offices in Asia have annually hosted Dress Pink Day to raise awareness about breast cancer. This year in Hong Kong, RAW members distributed snacks and encouraged colleagues to donate to the Hong Kong Cancer Fund. In Singapore, we hosted a Pink Bake Sale to raise funds for a local nonprofit that works with cancer patients. In Beijing, Hong Kong, Japan, Singapore and Vietnam, we wore pink to raise awareness of the importance of prevention, detection and treatment of breast cancer.



Beijing



Vietnam



Hong Kong



Singapore



Japan

LGBTQ+



PANEL DISCUSSION: GREY AND PROUD

The aging LGBTQ+ population has been mostly ignored in elderly social services and the mainstream youth-oriented LGBTQ+ community. As part of our Global Diversity Month, Citigroup and our Hong Kong office partnered with Grey and Pride to co-host a webinar titled "Pride and Grey: Challenges and Stories of Resiliency of the Aging Minority."



BE ENGAGED MOOTING COMPETITION

For the second consecutive year, we were a sponsor of the HKU Be EnGayed Mooting Competition. Prairie Pe, counsel and co-chair of our Pride & Ally Network, served as a judge, and our head of Learning & Development and Pride & Ally Network co-chair Stephen Smith joined the panel discussion to share his insights on the challenges and opportunities for the LGBTQ+ community in the legal field.



PINK FRIDAY WITH GOLDMAN SACHS

Our Hong Kong office organized a variety of activities to show support for LGBTQ+ inclusion, starting with a conversation with Open For Business to discuss global trends on LGBTQ+ inclusion and leading up to Pink Friday, when we joined people in 113 other organizations in Hong Kong and Asia who wore pink to demonstrate support for LGBTQ+ inclusion. Pride & Ally Network members also helped create the traditional pride flag by hand.



PINK DOT

Mayer Brown was a platinum sponsor of Pink Dot, Hong Kong's largest annual LGBTQ+ celebration. The 2023 event attracted more than 13,000 participants, including many of our clients, colleagues and guests who stopped by our game booth.

DISABILITY INCLUSION AND ACCESSIBILITY

INTERNSHIP FOR STUDENTS LIVING WITH DISABILITIES

Mayer Brown co-organized a six-week summer internship with Société Générale for two students living with disabilities. We will repeat this internship scheme in 2024.

“Overall, the experience at Mayer Brown was excellent and wonderful. All the colleagues were very nice and willing to teach. The manager was also very caring, ensuring that the workload was reasonable.... In general, it provided me with a great opportunity to understand how the finance department in a law firm operates, and it was a valuable exposure in my career.” – *Participant of the Internship*



INCLUSIVE RECRUITMENT FAIR

Mayer Brown was one of the participating employers in the CareER Inclusive Recruitment Fair, which helped promote job openings to college-educated people with disabilities and special education needs in Hong Kong. The CareER organization awarded our Hong Kong office the Inclusive Employer Badge to honor our continuous commitment in the same event.



DEAF COMMUNITY ACCESS TO JUSTICE

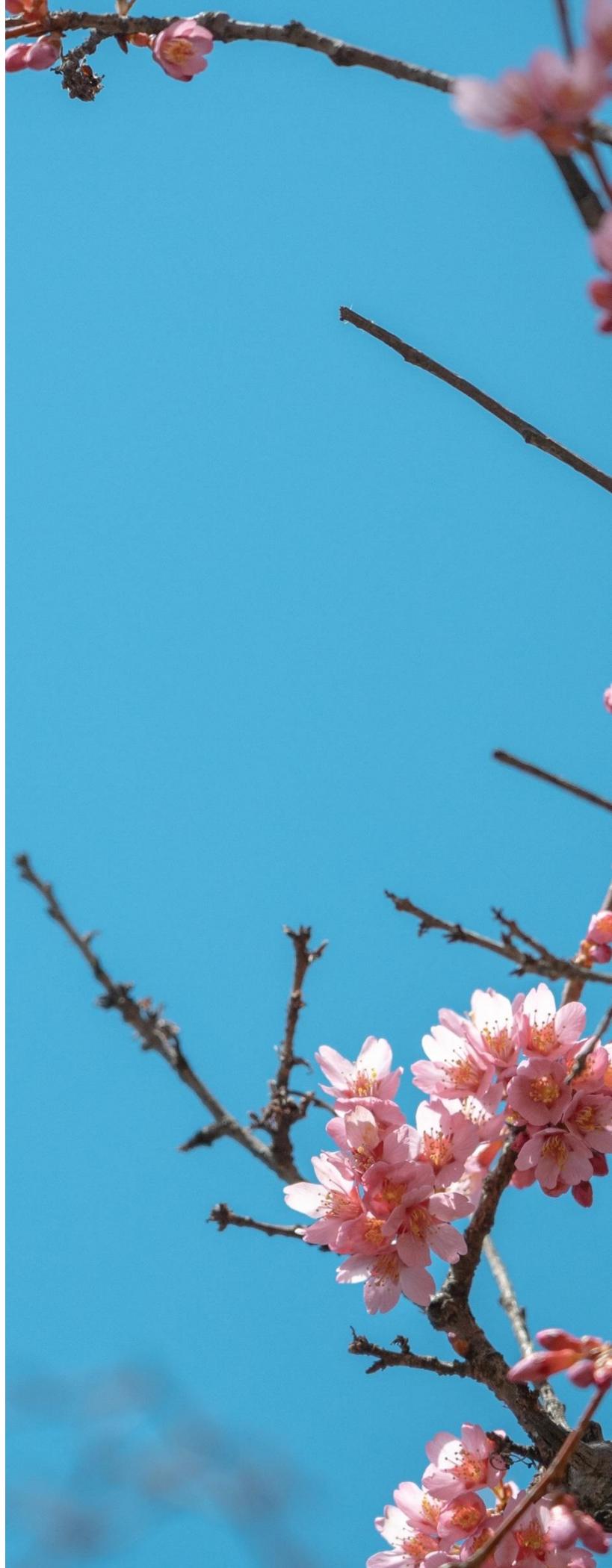
Mayer Brown’s Hong Kong office hosted “Flipped Courtroom Workshop: Experiencing How the Deaf Community Accesses Justice”. In this mock trial, judge and counsel were played by deaf community actors, and our defendant could only communicate via a court interpreter translating into Hong Kong Sign Language. This experiential workshop highlighted the challenges faced by the deaf community in accessing justice.

WORKPLACE MENTAL HEALTH AWARENESS

Work & Me Asia Network hosted Mental Health Awareness Week in May to raise awareness of mental health issues and mobilize support of mental health. We invited clinical psychologist Dr. Carole Li to conduct a Zentangle workshop in which we explored our creativity and learned some relaxation techniques.



Mayer Brown's mental health first aiders in Hong Kong had an inspiring session in November with former colleague Alice Kan, who talked about her lived experience with bipolar disorder. In-house counselor Kimberley Ho contributed with useful tips on starting conversations around mental health.



WORKING FAMILIES

MOVIE SCREENING ON POSITIVE PARENTING

Our Work & Me Asia Network supported the movie screening of "Sound of Silence," organized by the WEMP (Wellbeing, EQ, Mental Health, Parenting) Foundation. The locally produced movie highlights the importance of positive parenting by depicting daily family life and addressing topics such as siblinghood and bereavement support.



FAMILY DAY IN BEIJING AND WORK & ME PARTY IN HONG KONG

Work & Me Asia Network organized a Family Day in the Beijing office. Children enjoyed visiting their parents' workplace, meeting colleagues and participating in fun activities such as painting and decorating cupcakes. During our Global Well-Being Month, our Hong Kong office hosted our Work & Me Network's annual party. Attendees had a wonderful time at the game booths, activity tables and ice cream cart.



ACCOLADES

*Chambers Asia Pacific and
Greater China Region Awards 2023*

Outstanding D&I Award, Hong Kong office

Community Business LGBT+ Inclusion Index

*Best LGBT+ Inclusion Newcomer/Silver
Standard, Hong Kong office*

*Women in Business Law Awards
Asia Pacific 2023*

*Gender Diversity
International Firm of the Year*

EMEA

Our DE&I leadership teams, along with our employee networks, are committed to raising awareness and accelerating change in our key focus areas—disability, social mobility, race and ethnicity, gender equality, LGBTQ+, supporting those with families and caring responsibilities, and their well-being. Throughout the year, we organize dozens of educational and social events and a variety of programs, support employees and collaborate with clients and their diversity networks to expand outreach and share best practices.

EXPANDING EMPLOYEE INVOLVEMENT



The London office launched Mayer Brown's Global Diversity Month by hosting a Network Fair to encourage all employees to sign up and participate in the firm's networks.

ENABLING DISABILITY INCLUSION



FIRESIDE CHAT ON DOWN SYNDROME

To mark World Down Syndrome Day, the Enable Network hosted a fireside chat with partner Alex Dell and his daughter Mia to challenge the myths and shine a light on Down Syndrome and Mia's experiences of transitioning into the world of work.



SUMMER FETE

Our Enable Network joined forces with UK charity Mencap to sponsor its Summer Fete, a "funday" that included rides, a magician and other activities. Mencap's mission is to support people with learning disabilities, along with their families and caretakers.



NEURODIVERSITY PANEL DISCUSSION

Michael Fiddy, partner and co-chair of the Enable Network, together with Ambitious About Autism for which he is a trustee, hosted a panel discussion for clients, guests and colleagues on personal perspectives on being neurodiverse. Speakers from our clients J.P. Morgan (Tom Norrish, EMEA neurodiversity lead) and BNP Paribas (Isabelle Mangan) were joined by Jonathan Andrews, solicitor, Reed Smith, and Danae Leaman-Hill, Ambitious About Autism.

FOCUSING ON EQUALITY



EQUALITY IN SPORT

Our LGBTQ+ and Fusion Networks jointly hosted an event with former footballer Anita Asante, who has won nearly all of the UK's major football competitions playing for teams such as Arsenal and Chelsea. Now an ambassador for Show Racism the Red Card and Amnesty International UK, she discussed the need for promoting equality in sports.



TRANSGENDER PARENTING

Together, our LGBTQ+ and Work and Me Networks hosted a client event featuring a discussion with Jake Graf, award-winning actor, filmmaker, transgender rights activist and co-author of "Becoming Us: A Story of Transgender Love, Joy and Family." Jake and his wife Hannah shared a candid look into his experience of transitioning and the life of a trans man raising a family in today's Britain.

CELEBRATING CULTURE

BLACK HISTORY MONTH

In London, our Fusion Network partnered with HSBC to host a soul-lifting performance by the renowned Urban Voices Collective choir.



GLOBAL FLAVORS FEAST

To help fulfill our objective to “celebrate and bring greater awareness of the rich, diverse cultural mix within the firm to further promote inclusion and, importantly, engagement between all staff,” the Fusion Network hosted an evening of feasting on the snacks and drinks of our members’ cultures from all around the world.



SUPPORTING REFUGEES

MY (REFUGEE) LIFE

During National Refugee Week, the London office hosted a showing of a documentary by Breaking Barriers, a leading refugee employment charity. The film followed the journey of five refugees navigating the complexities of temporary accommodation, employment, love, family and education as they build new lives in the UK. In 2016, Mayer Brown was the first organization to partner with Breaking Barriers by hosting paid work placements for their service users. The firm also supports Breaking Barriers through Project Equity.

LONDON NEXTGEN PROGRAM

The NextGen network, in conjunction with Breaking Barriers, hosted an event on "Professional Resilience: Triumphant Over Adversity." Two of the individuals who featured in "My (Refugee) Life" documentary spoke on a panel alongside our own senior associate, Volodymyr Yaremko. All three were lawyers in their respective home countries and shared

their inspiring stories about having to flee their homelands due to war and oppression and rebuild their legal careers in the UK. The conversation covered personal resilience, how employers can help employees build resilience and what resilience means in the world today.

EUROPEAN-WIDE VIRTUAL EVENT

The firm hosted a European-wide virtual event where TLC Lion Farsh Raoufi (MBE award-winning D&I champion for work as a fire-and-rescue station commander) shared his lived experience as a refugee fleeing Iran as a child. The event emphasized the importance of having courage and empathy, acknowledging our own biases, and being willing to have conversations with people from different backgrounds.

PRO BONO DAY

On Pro Bono Day in France, our Paris office hosted a discussion focusing on integrating refugees and the role of the pro bono community in supporting them.



European-wide virtual event



Pro Bono Day

ENGAGING FAMILIES AND FRIENDS

BRING YOUR CHILD TO WORK DAYS

The Work & Me Network hosted three Bring Your Child to Work days. Older children created podcasts and T-shirts and participated in financial awareness and well-being activities. The younger ones enjoyed puppet shows and arts and crafts.



SUPPORTING WELL-BEING

In partnership with the Samaritans, an organization dedicated to reducing feelings of isolation and disconnection that can lead to crisis, the London office hosted afternoon teas to encourage colleagues, friends and family to stay connected and seek help if needed.



STRENGTHENING SOCIAL MOBILITY



INSIGHT DAYS

Mayer Brown hosted Insight Days for young students from underrepresented backgrounds in partnership with My Big Career, HSBC and Open Palm. The events provided training on personal branding and featured panel discussions about career paths. Ten students interested in becoming lawyers were selected to spend a week working in our fee-earning departments.



ONE MILLION MENTORS

The London office once again partnered with One Million Mentors, a unique community-based mentoring system aimed at transforming society by connecting one million young people with one million mentoring opportunities. Mayer Brown supports Morpeth Secondary School in Bethnal Green, London, mentoring their Year 11 cohorts in the lead-up to exams.

SUPPORTING GENDER EQUALITY



IPEM PANEL DISCUSSIONS

Our Paris office led insightful programming at the International Private Equity Market (IPEM) Women & Diversity in PE Summit, including panels on "Women in PE, the Ambition in 2023," "International Perspectives" and "Redesigning the Modern Business with Inclusivity at Its Core." Mayer Brown sponsored the Young Women's Talent Awards presentation and one of the award categories.

**NEW GENDER EQUALITY
PROJECT LAUNCH**

Our offices in Frankfurt and Düsseldorf launched the Gender Equality Project to focus on how to increase the number of women in senior positions and develop and retain women in the legal profession. The project includes a series of “B Lunches” to discuss DE&I topics.

“

Who has never experienced immediate sympathy towards someone within a client’s team that is a lot like ourselves? Or heard a brilliant perspective from someone who is different that we were not considering previously?

That is why a diverse team is best placed to serve diverse client teams. Diversity is not only the right thing to do, it is a business imperative. But how do we transform the imperative into reality? It takes a village. It takes all of us.



Ana Hadnes Bruder
Partner, Frankfurt

EDUCATION

TRAINING WORKSHOPS

The London office offers a broad spectrum of learning and development opportunities aligned with the firm's DE&I core values. In 2023, these included a workshop to support trainee supervisors working with neurodivergent trainees, Respect at Work training for all new partners and employees, a day-long course on carbon literacy, deaf awareness training and a half-day workshop on British Sign Language, a mental health first aid refresher course and emergency first aid training.



OPEN INITIATIVE

OPEN is designed to foster greater awareness of the firm's DE&I initiatives and networks, facilitate knowledge, exchange and expand opportunities to connect with clients on DE&I.

Led by Louise Fernandes-Owen (London), global professional support lawyer for the Employment & Benefits group, the initiative includes the [OPEN Talks podcast series](#) and OPEN Sessions covering DE&I topics such as recruitment, surrogacy and social mobility.

TED TALK DISCUSSION

Our Fusion Network hosted its first cross-European event in Brussels, Frankfurt, Düsseldorf, London and Paris on getting serious about diversity in the workplace.

Participants viewed and discussed a TED Talk by Janet Stovall, an executive communications expert who addressed racial biases head-on.



SOURCING DIVERSE TALENT

BLACK ASPIRING SOLICITORS SCHEME

The firm delivered a series of skills workshops and facilitated a mentoring program for eight prospective candidates of Black and mixed-race heritage to help them succeed in our 2024 vacation scheme assessment process.

ASPIRING SOLICITORS COMMERCIAL AWARENESS COMPETITION

Mayer Brown was a sponsor firm of the Commercial Awareness competition for the eighth year running. We hosted a semi-Final in our London office and then Mayer Brown fee earners took part in judging the Grand Final at Barclays. Since 2016, we have extended 16 training contract offers to individuals directly from this initiative – many of whom are now progressing in their careers as qualified lawyers at the firm.

DIVERSITY PARTNERS AND EVENTS

Delivered skills workshops and took part in an open day to help candidates from underrepresented backgrounds gain access to the profession (in partnership with Sponsors of Educational Opportunity).

Hosted a virtual panel discussion on “Unveiling Pathways – Diverse Journeys to Legal Excellence” (in collaboration with All About Law).

Participated in the Aspiring Solicitors Virtual Diversity Law Fair campaign.

Hosted an event in our London office in partnership with the International Aspiring Leaders society promoting the inclusion of international students and refugees in higher education and the workplace in the UK.

Involved in industry-collaboration events focused on LGBTQ+ inclusion (AS Pride), celebrating ethnic, religious and cultural diversity (AS Culture) and promoting opportunities to individuals from a Black heritage background (AS Aspire, Race for Change).

Continued our Gold membership with My Plus Consulting, which provides support and access to the profession to individuals with disabilities.

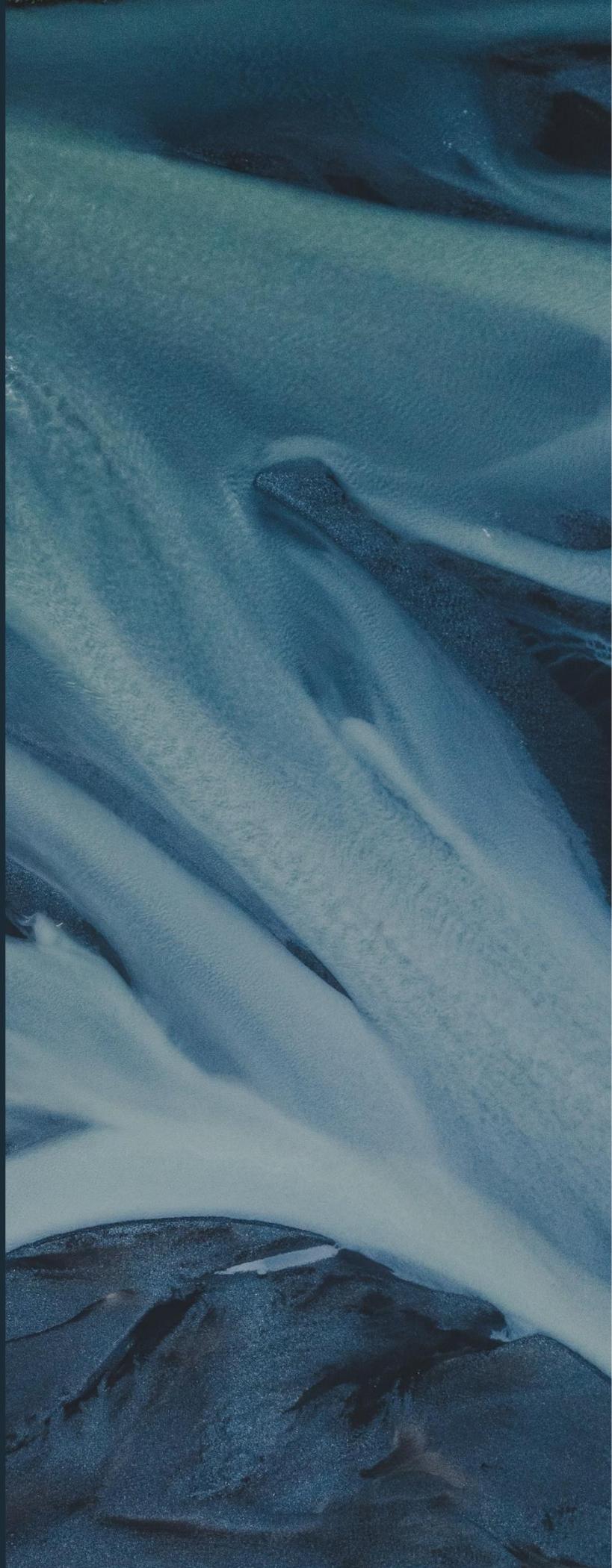
Partnered with Forage to create firm-tailored, open-access (free) virtual work-experience programs to provide insight into life at Mayer Brown and broaden access to the profession.

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A diverse, equitable and inclusive culture empowers all talent to think differently and share their experiences and perspectives, enhancing the firm's ability to provide innovative and comprehensive legal solutions to our clients. Creating this, together with an environment where every individual can reach their full potential and feel a sense of acceptance and belonging, is what we strive to achieve.



Danielle White
Head of DE&I and CSR (Europe)



BY THE NUMBERS

FIRST GENERATION TO ATTEND UNIVERSITY

53% of vacation scheme candidates

50% of training contract hires

CAME FROM NON-SELECTIVE UK STATE SCHOOL

37% of vacation scheme candidates

31% of training contract hires

ATTENDED A NON-RUSSELL GROUP UNIVERSITY

37% of vacation scheme candidates

31% of training contract hires

IDENTIFY AS LGBTQ+

26% of vacation scheme candidates

LIVE WITH A DISABILITY

37% of vacation scheme candidates

25% of training contract hires

WOMEN

53% of vacation scheme candidates

56% of training contract hires

BLACK, ASIAN, MINORITY, ETHNIC BACKGROUNDS

37% of vacation scheme candidates

38% of training contract hires

ACCOLADES

Top 75 Employer

Rose to #32 (2023) from #57 (2022)

Social Mobility Index

Top 30 Employer

Working Families 2023

Top 100 Employer

#13 in 2020

Stonewall UK Workplace Equality Index

Best Retention

Overall Best Retention of Diverse Talent, Aspiring Solicitors, All Star Awards 2023

Best Diversity Initiative, Aspiring Solicitors, All Star Awards 2023

DEDICATED TO ACCELERATING CHANGE

We believe that diversity, equity and inclusion drive excellence, opportunity and meaningful change in our offices, the legal profession and the wider community. We are proud of our progress but recognize much work still needs to be done. We value ongoing input from our lawyers, business services professionals and clients on how we can improve our diversity and inclusion efforts within our workplace and beyond.



LEARN MORE

We invite you to learn more about our diversity, equity and inclusion initiatives. Visit us at mayerbrown.com/diversity.

DE&I MISSION STATEMENT

Our goal is to create and maintain a diverse, supportive and inclusive work environment in which everyone has an equal opportunity to succeed and reach their full potential.

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AMERICAS | ASIA | EMEA

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