

Diversity at a Glance

For more than 20 years, Dykema's dedication to diversity and inclusion has been recognized by clients, prospective clients, leading legal organizations, and others. In 2020–2021, Dykema again was honored for its efforts. Although this is progress, there is still more work to do to ensure that Dykema exemplifies—and promotes—a culture that is diverse, equitable and inclusive of all.



Dykema became a charter member of the Law Firm Antiracism Alliance (LFAA), a coalition of more than 125 law firms working collaboratively to address systematic racism.



For the past eight years, Dykema has earned a perfect score of 100 percent in the Human Rights Campaign's Corporate Equality Index, a national benchmarking survey and report on corporate policies and practices with regard to lesbian, gay, bisexual and transgender employees.



In 2020, Dykema was recognized as a top U.S. firm for diversity in *The American Lawyer's* annual "Diversity Scorecard" report.



In its most recent addition, (2019), Dykema was named a Diversity and Inclusion (D&I) Leader based on the percent of black attorneys as calculated in the Black Student's Guide to Law Schools & Firms.



Dykema is a long-time sponsor of local high school urban work-study programs. Additionally, Dykema participates in a number of clerkship programs, and has established various annual diversity scholarships for law students.



As part of Dykema's continued commitment to diversity and inclusion, our women professionals have organized the Dykema Women's Business Initiative. This initiative brings together business women and leaders from diverse occupations, providing opportunities for building leadership skills, networking and professional and personal growth.

200%

Since 2014, minority non-equity partners have increased 200%, minority equity partners have increased 50%, and female equity partners have increased 33%.



Dykema attorneys have hosted and serve as featured presenters in programs regarding educating others about racial injustice, how to get involved, awareness to action on Black businesses and LGBTQ+ Employee Rights After Bostock and Black Lives Matter Speech and Civility Issues in the Workplace.



Given the success of Dykema's Women's Business Initiative, an affinity group for the Firm's women lawyers, Dykema has formalized Employee Resource Groups (ERGs) in order to help foster and sustain a positive and supporting environment for our attorneys, administrators and staff. A sampling of the ERGs include: African-Americans, Asian-Americans, Latin Americans and Dykema PRIDE.