

Diversity and Inclusion at Dykema

A Message from Dykema's Chair of the Diversity and Inclusion Board

Our commitment to diversity and inclusion ensures that all are welcomed without regard to age, religion gender, ethnicity, national origin, sexual orientation, gender identity or expression, marital status or domestic partner relationship, physical characteristics or disability.

Diversity and inclusion are core values at Dykema. Fostering diversity and inclusion brings not only an enriched work environment, but also is key to providing the most sophisticated response to our clients most complex business needs. We continue to develop, implement and monitor programs and activities that not only enhance diversity and inclusion, but eliminate any obstacles to those initiatives.

Sherrie L. Farrell, Chair

Diversity and Inclusion Board

Dykema's Diversity and Inclusion Board is comprised of an Executive Committee and the Recruiting, Retention and Diversity Initiatives sub-committees to more effectively underscore the Firm's commitment to recruit, retain and promote lawyers from diverse backgrounds. Our Board members have diverse backgrounds from various offices, who oversee and actively manage the firm's diversity program. This includes some of the Firm's most senior contributors, including our Chairman/CEO of the Firm and other executive management members.

Sherrie L. Farrell, Chair
Rosa M. Tumialán, Co-Chair
Heidi A. Naasko, Diversity Counsel

Diversity in the Workplace

We foster diversity and inclusion by offering and supporting a variety of benefits, policies and involvement by Dykema personnel, including:

- Diversity and Inclusion Board
- Community Involvement and Sponsorships
- Employee Resource Groups
- EEO Census
- Paid Parental Leave Policy, Alternative Work Schedule Policy
- Billable credit for pro-bono matters, matters include legal services for traditionally under-represented individuals or agencies supporting that population
- Encouragement and support for involvement in professional, community and civic organizations that advance diversity and inclusion in the legal profession and business community

Community Involvement, Memberships and Sponsorships

Dykema's attorneys are active contributors, members, speakers and supporters of many diversity related organizations, conferences, job fairs and scholarships.

Dykema has been a long-time sponsor of local high-school urban work study programs. We sponsor students from the Cristo Rey and Christ the King Corporate Work Study, the Genesys Works, Grow Detroit's Youth Talent and the Loyola Work Experience programs.

Clerkships and Scholarships

Dykema participates in the Wolverine Bar Association's summer clerkship program, through which we hire a diverse law student after his/her first year of law school. Dykema has also created an informal clerkship program with the Indigenous Law Program of the Michigan State University (MSU) College of Law. Through this program, Dykema has committed to maintain a clerkship in its Lansing office for Native American students who are members of MSU's Indigenous Law Program.

Dykema has established annual diversity scholarships for law students at the University of Michigan, launched in 2005, and the University of Illinois, launched in 2006. This award, designed not only to promote diversity in the legal profession but to encourage outstanding law school students to remain in their respective geographic markets upon graduation, is a \$7500 per year gift, to be applied toward tuition and fees in the second and third years of law school. We offer recipients of the scholarship the opportunity to join Dykema for the summer following their first year of law school.

Women's Business Initiative (WBI) – Lead, Connect, Collaborate

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. We mentor our women professionals in leadership, professional and business development through individual partner/associate mentoring relationships and group activities. We promote business networking relationships within and outside the Firm and pursue business development opportunities and business channels unique to women.

Dykema PRIDE

Dykema PRIDE is a resource for employees who identify as LGBT and allies. The group works to provide education, cultivate business and talent development, while also positively affecting firm culture, firm retention, and recruitment goals.

Honors and Awards

Lawyers of Color

In 2019, *Lawyers of Color* named Dykema one of its Diversity & Inclusion (D&I) Leaders. As published in the *Black Student's Guide to Law Schools & Firms*, Dykema is ranked 38th amongst large law firms with 4.85 percent black attorneys.

The American Lawyer's "Diversity Scorecard"

In 2018, Dykema was recognized as a top U.S. firm for diversity in *The American Lawyer's* annual "Diversity Scorecard" report. With a Diversity Score of 25.9, Dykema ranked 96th out of all *Am Law 200* and *National Law Journal 250* law firms, up 21 spots from the firm's previous ranking.

Law360's "The Best Firms for Minority Attorneys" Report

Dykema ranked as a Top 10 U.S. firm in *Law360's* "The Best Firms For Minority Attorneys" report. Dykema was listed as the eighth-best U.S. firm in the 300-599 lawyer category based on the racial and ethnic minority diversity of its attorneys.

Human Rights Campaign's Corporate Equality Index

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

MultiCultural Law

Dykema was named to *MultiCultural Law* magazine's list of "Top 100 Law Firms for Diversity" for six consecutive years.