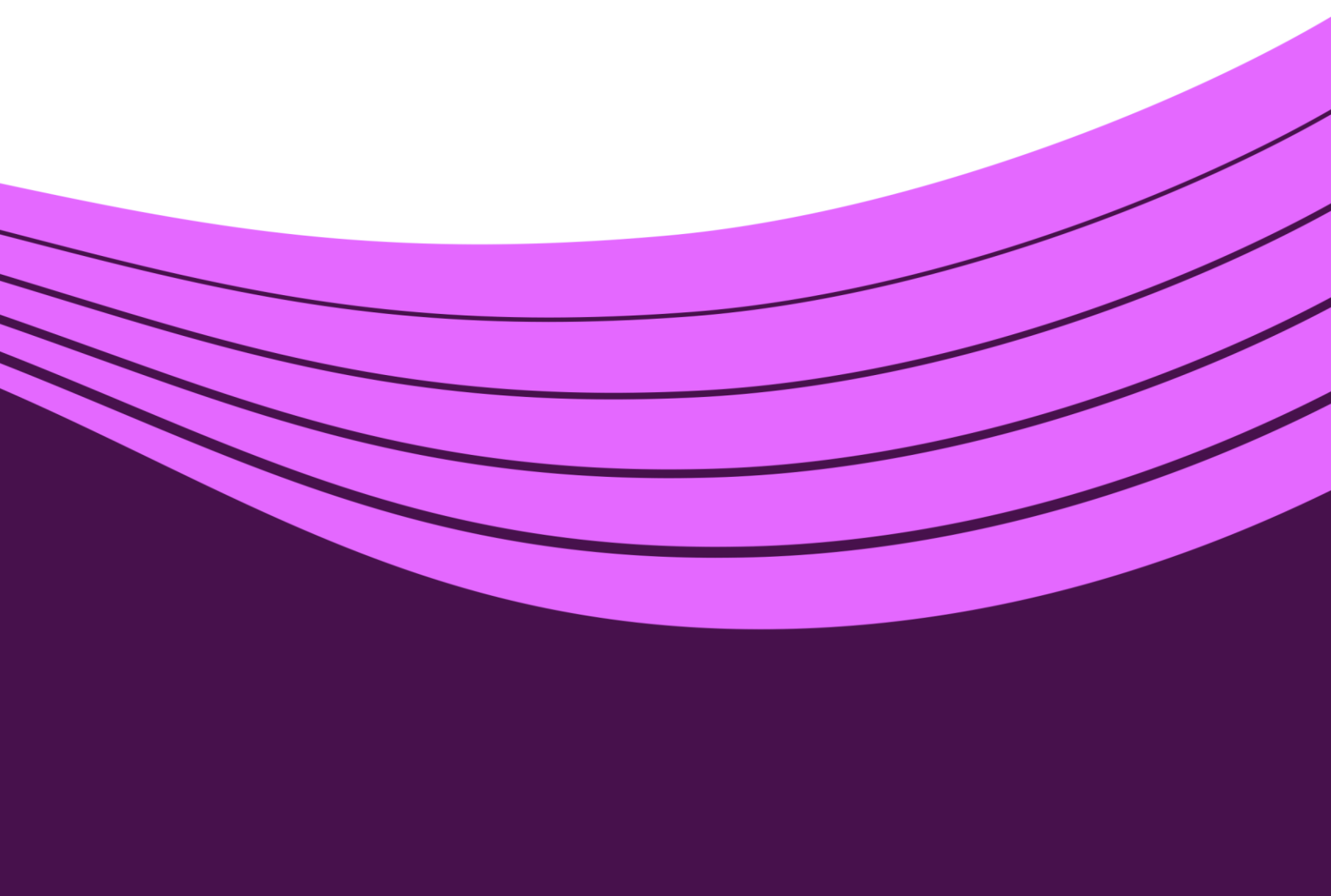




GUIDE

# **Justice for All: Legal Services and the Future of Inclusion**



# Trailblazing the Next Era of DEI and Legal Services

Since 2020, many law firms and legal services organizations reevaluated their structures and services to foster greater inclusivity, equity, and representation at all levels of the firm. Some long-term strategies include inclusive hiring practices, setting numerical diversity targets for accountability, and providing mentorship and sponsorship opportunities to help historically excluded talent (HET) advance in the workplace.

According to research from the Thomson Reuters Institute, between 2020 and 2021, the percentage of top law firms with a dedicated DEI staff role grew from **52%** to **67%**. The National Association for Law Placement (NALP) has noted that from 2022 to 2023, DEI initiatives made a strong impact in legal services. HET representation and inclusion across all levels in law firms across the United States has seen the largest year-over-year increase; predictions are that this trend will only continue to grow. These improved statistics prove that dedicated long-term strategies will have a lasting, positive impact on all aspects of legal services.

## In 2023 Alone...

**50.31%**

Women became the majority of associates for the first time

**13.39%**

The percentage of counsel who are people of color grew by 0.7 percent

**4.57%**

The proportion of LGBTQ+ lawyers overall grew by 0.4 percent

**30.15%**

The percentage of associates of color grew by 1.8 percent

## In Good Company: Law Firms and Legal Services Partners

**COVINGTON**  
COVINGTON & BURLING LLP

**Dinsmore**



**HUSCH BLACKWELL**

**JacksonLewis**

**Wolters Kluwer**

Source: Reuters, Bobby Cudjoe, "DEI professionals bring expertise and results as challenges become increasingly complex," Oct. 2023, <https://www.reuters.com/legal/legal-industry/law-professionals-bring-expertise-results-challenges-become-increasingly-complex-2023-10-18/>; Fast Company, John Oswald, "The legal profession is not doing enough to fix its DEI problem," Oct. 2022, <https://www.fastcompany.com/90797820/the-legal-profession-is-not-doing-enough-to-fix-its-dei-problem>; NALP, 2023 Report on Diversity in U.S. Law Firms, <https://www.nalp.org/uploads/Research/2023NALPReportonDiversityFinal.pdf>.

# Industry Benchmarks Offer More Insights

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Seramount's annual Best Law Firms for Women and Diversity survey allows law firms and legal services companies to benchmark themselves against their peers across four key areas: gender representation, racial and ethnic representation, benefits and career flexibility, and overall DEI best practices.

In 2023, around 75 leading companies participated. The results of the survey reflect what national surveys have noted: law firms are committed to making long-term efforts to champion DEI.



## Diversity and Fairness

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The participating law firms and legal services companies have made it a point to continue to champion various DEI initiatives throughout their organizations. One best practice that has seen great success is diverse hiring practices such as hiring diverse interns and recruiting from HBCUs and other minority-serving institutions.

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Ensuring that women, lawyers of color, and those from other underserved groups are receiving work assignments that will advance their careers is another best practice that enables underrepresented talent to advance in the workplace.

## Support for Advancement

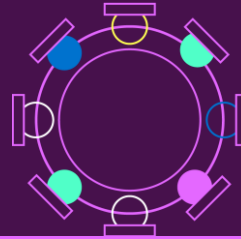
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Mentorship programs are another best practice that make room for historically excluded talent to advance in the workplace. Having a mentor can open participants to a new network and support system.

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Learning and development programs are beneficial for all employees across law firms. Nurturing skill and knowledge expansion is a great way to curb attrition rates and prove to employees that their development is important to these firms.

Source: Seramount's surveys and data.



## Insight-Powered Solutions Trusted by Talent and HR Leaders

### TALENT SOURCING

**Identify, Engage  
and Hire Top  
Early Career  
Talent**

Branding and recruiting platform that surfaces engaged, prepared candidates more efficiently, effectively and at scale

### ASSESSMENT AND STRATEGY

**Uncover the Real  
Levers to Unlock  
Enduring Employee  
Engagement**

Actionable intelligence into the employee experience powered by innovative technology and over 40 years of workforce data and insights

### RESEARCH AND ADVISORY SERVICES

**Set Strong DEI  
Foundations and  
Build Adaptable  
Roadmaps**

Expert guidance rooted in research and experience to support and advance your strategic talent and DEI priorities in every environment

### LEARNING AND DEVELOPMENT

**Create a  
More Resilient,  
Connected  
Workforce**

Impactful content designed and delivered to deflect productivity and positive behavior change at every level

We partner with **500+** corporations,  
government entities,  
and nonprofits **globally**.

Including **~50%** of the  
Fortune 100 and  
**~25%** of the Fortune 500.



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