

A close-up photograph of a dark brown wood grain, showing vertical lines and knots, which serves as the background for the top portion of the page.

At Skadden, we've
always embraced
the idea that **equity,**
inclusion and a wide
spectrum of **diversity**
only make us better.

Skadden

Our diversity, equity and inclusion strategy prioritizes fostering a **sense of belonging** and ensuring **equitable access to opportunities**.

From our best-in-class approaches to our wide-sweeping programming, robust trainings, affinity networks, professional development and engagement. Our internal support structures — including wide-sweeping programming, robust trainings, affinity networks and professional development — position us to cultivate an equitable and inclusive workplace. The overarching goal of our varying efforts is to develop a cadre of high-performing attorneys throughout our ranks and a culture of inclusion that is woven into the fabric of our firm.



By the Numbers

One of the first

(IF NOT THE FIRST)

to develop a 1L summer associate program that includes firm, in-house law department and public interest law tracks for students who demonstrate a commitment to diversity.

OUR 2023 SUMMER CLASS IN OUR U.S. OFFICES INCLUDED:



59%
Women



53%
People of Color

SINCE 2012, WE'VE HIRED MORE THAN

380

1L SCHOLARS

FROM OVER

30

LAW SCHOOLS

During the 2L hiring season each year,

we participate in interview programs, job fairs and resume collections at approximately 40 law schools.

The firm also is dedicated to supporting students entering law school and proudly partners with Sponsors for Educational Opportunities, Legal Outreach and The Boston Lawyers Group, as well as other organizations working to advance diversity in law.

Our learning platform and speaker series enable us to explore key issues and topics relating to diversity, equity and inclusion.

LEARNING PLATFORM / LEARN. ADVOCATE. LEAD.

The ultimate goal of our programs is to support our colleagues' abilities to learn, advocate and lead on DEI issues so they can model behavior that supports belonging and inclusion in the workplace through everyday actions. Our efforts include:

- Our **DEI Toolkit**, which fosters opportunities to educate and advocate, not just within Skadden but in the communities where we live and work. The toolkit consists of thought leadership, communication tools, small group discussion guidance and calls to action.
- Our **eLearning library**, which features full-length courses, short videos and written resources on topics such as allyship and inclusive leadership, available to all employees year-round through our partnership with Paradigm Reach.
- **Annual DEI programming** for summer associates, incoming associates, affinity networks, and counsel and partners that touches on leading inclusive teams, developing cross-cultural awareness and fostering belonging and allyship.

SPEAKER SERIES / PERSPECTIVES ON INCLUSION

This speaker series focuses on the human experience through the lens of intersectional identities. Recent guests have included:

- **Avery Belyeu** — transgender rights activist and educator
- **Jelani Cobb** — historian, author and dean of the Columbia University School of Journalism
- **Simu Liu** — actor and author of *We Were Dreamers: An Immigrant Superhero Origin Story*
- **John Quiñones** — ABC news veteran journalist and broadcaster
- **Rebekah Taussig** — disability inclusion advocate, educator and author

SPEAKER SERIES / VOICES@SKADDEN

To cultivate an inclusive environment where people are comfortable leveraging their differences, we must create opportunities to learn and talk about them. In 2021, we launched "Voices@Skadden," which features colleagues discussing how their identities have informed their personal and professional paths. Programs have included:

- **Asian Pacific Islander Voices**
- **Black Identity and Lawyering**
- **Palestinian Lawyers**
- **Jewish Identity**
- **Voices in Afghanistan**
- **Immigrants**
- **Parents**
- **Multicultural and Multiracial**

Firm-sponsored affinity networks facilitate relationship-building among attorneys and inform and enrich the broader Skadden community.

Our 11 affinity networks, open to all attorneys who are interested in participating, play a key role in the firm’s ongoing efforts regarding recruitment outreach, mentoring, peer networking, professional development, workplace inclusion, retention and community involvement. Through the networks, our attorneys are encouraged to “carve their paths” — by partnering with us to create programming and opportunities that impact communities and address issues important to the affinity network members. The networks’ contributions are an invaluable part of our efforts to broaden and sustain our culture of inclusion and equal opportunity.

OUR AFFINITY NETWORKS

Asian Pacific Islander (API)

Black Lawyers for Diversity (BLD)

**Disability and
Neurodiversity (DAN)**

FAM (Parents)

First Gen

Latinx

LGBTQ+

**Middle Eastern and
North African (MENA)**

South Asian

SkadVets (Veterans)

Women’s Initiative Network (WIN)

We are committed to supporting the well-being of our people.

Our policies and programs offer flexibility to our attorneys as they strive to integrate work and personal responsibilities. Through our Live Well Work Well platform we are able to provide programming and resources focused on promoting emotional, financial, physical and social well-being. In addition, we are a signatory to the ABA Well-Being Pledge highlighting our dedication to ensuring long-term mental health for our attorneys and within the legal profession.

OUR POLICIES AND PROGRAMS INCLUDE:

Parental Leave

We offer generous parental leave policies across our offices. For example, our policy in the U.S. provides parents welcoming a child through birth, adoption or foster care placement with up to 12 weeks of paid leave, regardless of caregiver status. With the addition of disability benefits, birth mothers may take a leave up to 22 weeks total.

Mental Health & Well-Being Platform

Attorneys and eligible dependents globally have confidential access to Lyra, a mental health and well-being platform with intelligent matching technology and concierge support. The platform quickly connects members to a diverse and exclusive network of evidence-based providers, culturally responsive care programs and digital wellness tools.

Enhanced Family Forming Benefits

To recognize the different ways families can take shape, the firm offers inclusive fertility benefits, as well as preservation services for non-medical reasons, such as elective egg freezing, and a variety of resources for those pursuing adoption and surrogacy, including reimbursement of eligible expenses.

Flexible Return Months

This program is designed for parents as they transition back to work after taking parental leave and allows for a more flexible work schedule as parents balance responsibilities at home with those at work.

Sidebar Program

Attorneys in good standing may leave the firm for up to three years with the expectation that they will return at the end of that period, consistent with the needs of their respective departments.

Corporate Concierge

We offer corporate concierge and errand-running services to attorneys to help preserve personal time for the things that matter most to them.

Fitness and Health Clubs

The firm supplements gym membership with a variety of fitness centers to offer attorneys a discounted gym membership rate.

In 2023, received the Women in Law Empowerment Forum's Gold Standard Certification for the 13th consecutive year, one of four firms to meet the certification since its introduction

Among the law firms with the highest representation of Black attorneys

The American Lawyer Diversity Scorecard

Named a recipient of the 2023 Equality 100 Award and a Leader in LGBTQ+ Workplace Inclusion by the Human Rights Campaign Foundation for the 14th year

Skadden was named one of Seramount's 50 Best Law Firms for Women in 2023 — the third year in a row — in a survey recognizing firms that utilize best practices to support women lawyers

Inaugural law firm winner of NAACP Legal Defense Fund Equal Justice Award for our work and partnership with LDF

Earned Mansfield Rule Certification Plus for three consecutive years

This recognition means the firm has successfully considered at least 30% people of color, women, LGBTQ+ attorneys or attorneys with disabilities for a number of leadership opportunities

Contact information

MARCELYN COX

Director / Diversity, Equity & Inclusion
marcelyn.cox@skadden.com

AVI TAMIR

Associate Director, Women's Initiatives / Diversity, Equity & Inclusion
avital.tamir@skadden.com

BIJAL SHAH

Assistant Director / Diversity, Equity & Inclusion
bijal.shah@skadden.com

GLOBAL DIVERSITY COMMITTEE CO-CHAIRS

RAQUEL FOX

Partner / Washington, D.C.
raquel.fox@skadden.com

ALISHA NANDA

Partner / Boston
alisha.nanda@skadden.com

DWIGHT YOO

Partner / New York
dwight.yoo@skadden.com



SKADDEN, ARPS, SLATE, MEAGHER & FLOM LLP