

# Our Commitment to Diversity, Equity and Inclusion



## EMBEDDING AND ADVANCING DIVERSITY, EQUITY AND INCLUSION

within the firm and throughout the legal profession is a core component of Patterson Belknap's identity and guides our practice of the law and delivery of exceptional client service. We endeavor to foster a strong and supportive culture where all our talent can thrive, succeed, and experience true belonging and career fulfillment. We continually challenge and confront unconscious biases and behaviors, as well as remove other barriers which could hinder or undermine our efforts to cultivate inclusion.

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### DEI STRATEGY

**Kito K. Huggins, Chief Diversity, Equity and Inclusion Officer**

Our robust and integrated strategy is guided by the following pillars: (1) greater diversification of our talent pipeline; (2) examining and enhancing retention and professional development initiatives; (3) promoting DEI inclusive leadership education; (4) sponsoring and advancing diverse talent to assume leadership roles; and (5) directing philanthropic support and pro bono representation to communities and causes that serve racial justice and social responsibility imperatives.

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### DEI INITIATIVES AND PROGRAMS

- **Pipeline Diversification:** The Patterson Belknap Diversity Fellowship, SEO Law Program, NYC Bar Association Diversity Fellowship, Project Assistant Program, TEAK Law Immersion Internship, Legal Outreach and Justice Resource Center Moot Court and Mock Trial Program.
- **Integration, Retention and Development:** Firm-sponsored attorney group conferences, retreats and a formal mentoring program. External organizations with which we partner on these efforts include, among others, Lavender Law, Corporate Counsel Women of Color, Muslim Bar Association, Chart Your Own Course Conference, and the Hispanic National Bar Association.
- **Inclusive Leadership Education and Raising Awareness:** Programs include Identifying and Minimizing Bias in Hiring, Inclusive Leadership Sessions on Giving Assignments and Providing Feedback, Overview of Legal Challenges to Transgender Rights, Managing Religiously-Diverse Teams, and Understanding and Supporting Differently Abled Employees, to name a few. In addition, the firm has adopted a DEI Billable Credit Policy which recognizes up to 50 billable hours that an attorney devotes to DEI-related activities and programs they attend, organize or lead.
- **Sponsorship & Advancement:** The firm's Mansfield Certification Plus from Diversity Lab recognizes law firms which affirmatively consider and meet a minimum percentage of appointing partners from traditionally underrepresented backgrounds to influential committees and positions of leadership. These include firm committee appointments (i.e., Management and Compensation), submissions for *Chambers USA* rankings, pitch teams, and consideration for partnership promotion. In addition, Patterson Belknap is a member of the Leadership Council on Legal Diversity (LCLD), a consortium of law firms that engages law firm leaders to make commitments to advance DEI within their organizations. Dahlia Doumar, as Managing Partner and firm Co-Chair, announced a pledge which may be found at <https://www.lclldnet.org/leaders-at-the-front/leader-pledges/dahlia-doumar/>.
- **Pro Bono and Philanthropic Giving:** The firm contributes annually to a variety of organizations that defend civil rights, promotes racial justice, and advocates on behalf of underserved and historically marginalized communities. Some notable mentions include the Center for Reproductive Rights, LatinoJustice PRLDEF, The Law Firm Anti-Racism Alliance, New York Civil Liberties Union, SAGE, Lambda Legal, Center on Asian Americans and the Law, and Lawyers' Committee for Civil Rights Under Law.

## AFFINITY GROUPS

Nine affinity groups support the onboarding, integration, professional development and advancement of our attorney and business services talent. Throughout the year they sponsor events and educational programs, and serve as a resource for leadership to better understand the unique challenges their members face and recommend initiatives to improve their firm experience. Finally, they serve as a sounding board and offer direction on our pro bono and philanthropic strategy.



Patterson Summer Outing, June 2022

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## ATTORNEY RESOURCE GROUPS AND CONTACTS

### Patterson Attorneys of Color

Muhammad Faridi and Peter Harvey

### Asian and Pacific Islander Lawyers at Patterson

Doug Tang and Alvin Li

### Black Lawyers at Patterson

Greg Baker and Christina Seda-Acosta

### Latinx Lawyers at Patterson

Alejandro Cruz and Rachel Sherman

### South Asian and Middle Eastern Lawyers at Patterson

Abhishek Bapna

### Out Lawyers at Patterson

Jonah Knobler and Justin Zaremby

### Women Lawyers at Patterson

Laura Butzel, Rachel Sherman and Amy Vegari

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## TALENT NETWORKS (OPEN TO ALL ATTORNEYS & BUSINESS SERVICES PROFESSIONALS)

### Parents at Patterson

Jason Vitullo and Theresa Wilson

### Veterans and Families of Servicemembers

Kito Huggins



## THE PATTERSON BELKNAP DIVERSITY FELLOWSHIP

Following the receipt of an offer of employment from the firm's Hiring Committee, Patterson Belknap Diversity fellowships will be awarded to candidates who matriculate to the firm as associates in fall 2023 and winter 2024, and whose career accomplishments and passions demonstrate a longstanding commitment to civil and human rights advocacy, social justice, and racial equity causes. With support and guidance from our Chief DEI Officer, DEI Committee co-Chairs, and Pro Bono Partner, Diversity Fellows are encouraged to participate in or spearhead initiatives which advance the firm's DEI goals and within the legal profession, or support underserved and historically marginalized communities.

All candidates may contact Kito Huggins, the firm's Chief DEI Officer, for more information at [khuggins@pbwt.com](mailto:khuggins@pbwt.com).



**Christina Seda-Acosta, Patterson Diversity Fellow, Counsel and TEAK Fellowship Alumna, and Litigation Partner Lisa Cleary (both far right) with TEAK Fellowship Executive Director and Fellows**



## HIGHLIGHTS OF FIRMWIDE DIVERSE LEADERSHIP

### **Dahlia Doumar**

Managing Partner and Firm Co-Chair

*Management Committee Membership  
(70% comprising Underrepresented Constituencies)*

### **H. Gregory Baker**

### **Dahlia Doumar**

### **Peter Harvey**

### **Sally King**

### **John Sare**

*C-Suite Business Services Executives  
(100% comprising Underrepresented Constituencies)*

**Michelle Cohen**, Chief Talent Officer

**Jennifer Dickson**, Chief Client Services Officer

**Sheetal Gupta**, Chief Information Officer

**Kito Huggins**, Chief DEI Officer

**Sally King**, Chief Operating Officer

**Theresa Wilson**, Chief Financial Officer

**H. Gregory Baker** and **Jane Metcalf**,

Hiring Committee Co-Chairs



## DEI COMMITTEE

**Chaired by Peter Harvey and Alejandro Cruz**

Fifteen colleagues representing a diverse cross section of the firm comprise the DEI committee. The group includes partners, counsel, business services professionals, and members of affinity groups from a variety of practices, departments, as well as the firm's co-Chairs, COO and Chief Talent Officer. Among their responsibilities are to provide feedback and direction on DEI policy, education programs, and to promote and champion awareness of DEI initiatives among the firm's various constituencies.



**Out at Patterson Pride Celebration, June 23, 2022**