



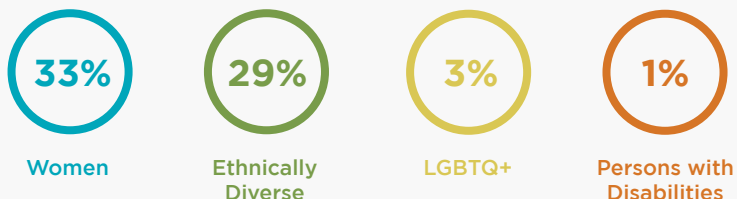
For more than 100 years, Step toe has been committed to providing clients with first-class service. Our firm has earned an international reputation for vigorous representation of clients before governmental agencies, successful advocacy in litigation and arbitration, and creative and practical advice in structuring business transactions. With more than 500 lawyers and other professional staff across offices in Beijing, Brussels, Chicago, London, Los Angeles, New York, San Francisco, and Washington, we understand that our continued global success depends on the diversity of our lawyers and contributes both to the work that we do for our clients and to the inclusiveness of our workplace.

Diversity is more than just a trending topic.

We believe every level of our firm must be inclusive. We are privileged to have a rich legacy of diverse Step toe changemakers. Our leadership is dedicated to engaging with lawyers at all levels and continually searching for new ways to include more diverse lawyers and professionals in the operation and success of the firm.

We aim to incorporate equity and advocacy in the retention, development, and advancement of the firm's diverse attorneys. Step toe organizes events and social activities that provide opportunities for thoughtful conversation, mentorship, and business development throughout the year. Diversity is also central in the representation of firm leadership. Our Step toe leaders are making a lasting impact on the world—and our firm—and we are stronger because of their leadership and the unique experiences they use to help our firm and our clients.

STEP TOE LAWYER DIVERSITY



ASSOCIATES



LEADERSHIP



Percent of equity partner diversity:
Women, Ethnically Diverse, LGBTQ+



RECRUITMENT



Our 2019 summer class is over **60%** women, and **45%** ethnically diverse



More than **60%** of our 2018 associate class identifies as diverse

ADVANCEMENT



In 2017, **100%** of lawyers promoted from associate to partner were women, **50%** were ethnically diverse



In 2018, **66%** of the lawyers promoted to partner were women



In 2019, women or ethnically diverse attorneys were **60%** of the equity partner class

STEPTOE SPOTLIGHTS



WOMEN'S FORUM

Step toe's Women's Forum is devoted to connecting, developing, and supporting Step toe's lawyers and other professionals with the goal of promoting the recruitment, retention and advancement of women.



HISPANIC LAWYERS AFFINITY GROUP

Our Hispanic Lawyers affinity group works to promote networking, mentorship, and educational opportunities for lawyers with shared interests and backgrounds in the Hispanic/Latino community.



ASIAN LAWYERS AFFINITY GROUP

Our Asian Lawyers affinity group facilitates relationship-building among lawyers with shared interests and backgrounds in Asian cultures.



BLACK LAWYERS AFFINITY GROUP

The Black Lawyers affinity group was established to advance and advocate for the recruitment, retention, and development of the firm's black lawyers.



STEPTOE PRIDE

Step toe Pride serves as a supportive community for Step toe's LGBTQ+ employees and allies. Pride works to ensure LGBTQ+ inclusive policies and best practices are in place at the firm.



FLEXIBILITY AND BALANCE

Step toe supports flexibility in our work environment, and our lawyers embrace a wide variety of arrangements, including telecommuting, splitting time between a home office and firm office location, and flexible hours throughout the work week.

Step toe subsidizes a significant portion of the cost of childcare for partners, counsel, associates, and staff through its partnership with Huckleberry Cheesecake, a childcare facility located in the same building as Step toe's Washington, DC office. The partnership also provides a priority arrangement that allows Step toe families to move to the top of the waitlist at Huckleberry Cheesecake.

Step toe also offers Milk Stork benefits to working mothers who are breastfeeding. Mothers can conveniently send their milk home while on business travel for the firm at no cost.

STEPTOE HONORS & RANKINGS



Law360 named Step toe to the "Best Law Firms for Minority Equity Partners" list. (2018, 2019)



The Leadership Council on Legal Diversity named Step toe a "Top Performer." (2016, 2017, 2018)



Working Mother magazine named Step toe to "Best Law Firms for Women" list. (2018, 2019)



Disability Equality Index named Step toe to "Best Places to Work for Disability Inclusion" list. (2018, 2019)



The Human Rights Campaign (HRC) Foundation gave Step toe a 100% rating in the 16th edition of its Corporate Equality Index. (2018, 2019)



Step toe named to "Top Ten Firms for Gender Equity" and "Top Ten Firms for Family Friendliness" lists. (2019)



Named to the Women in Law Empowerment Forum Gold Standard Certification list. (2018, 2019)



Chambers gave Step toe its Diversity & Inclusion Award for Corporate Social Responsibility. (2019)