

Step toe



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, Hong Kong, 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.

U.S. STEPTOE LAWYER DIVERSITY*



U.S. ASSOCIATES



*Summer Associates and Conflicts Attorneys Included in Data

WOMEN IN LEADERSHIP



Percent of equity partner diversity:
Women, URE*, LGBTQ+



HIRES OVER THE PAST 5 YEARS



2021 SUMMER ASSOCIATE CLASS



Our 2020 summer class was 46% women, and 58% ethnically diverse



Statistics in this document reflect our US offices only.

*Underrepresented racial or ethnic group

ADVANCEMENT

Home-Grown Partner Promotions



In 2019-2022: 50% of new partners were women or URE*



In 2021: 50% of new partners were women or URE*



In 2022: 57% of new partners were women or URE*

*Underrepresented racial or ethnic group

STEPTOE SPOTLIGHTS

AAPI LAWYERS AFFINITY GROUP

Our AAPI Lawyers Affinity Group facilitates relationship-building among lawyers with shared interests and backgrounds in Asian American and Pacific Islander 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.

CAMENA LAWYERS AFFINITY GROUP

CAMENA Lawyers Affinity Group promotes inclusivity of those who identify with Central Asian, Middle Eastern and North African heritage. Our CAMENA group works to build professional networks, organizes educational opportunities, and supports professional development among lawyers with shared interests.

SUPPLIER DIVERSITY POLICY

Steptoe is committed to embracing diversity, equity, and inclusion as business and moral imperatives. We believe diverse suppliers strengthen communities and create mutually beneficial relationships. Therefore, we support the growth, promotion and retention of a wide range of businesses owned by persons who are racial and ethnic minorities, LGBTQ+, women, differently abled, and veterans.

FLEXIBILITY AND BALANCE

Steptoe 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. Steptoe offers Milk Stork benefits for working mothers who are breastfeeding and subsidizes a significant portion of the cost of childcare for its attorneys.

SAFE CENTER

The SAFE Center, founded and led by Steptoe partner Susan Esserman, is an interdisciplinary service, research and advocacy initiative of UMCP and UMB. The SAFE Center provides direct services to US and foreign-born adult and child survivors of sex and labor trafficking, with a particular focus on survivors in Maryland's Prince George's and Montgomery counties. Please contact #Firm Diversity Team to receive the SAFE Center handout.

LATIN AMERICAN LAWYERS AFFINITY GROUP

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

STEPTOE PRIDE

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

WOMEN'S FORUM

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

STEPTOE HONORS & RANKINGS



Disability Equality Index* named Steptoe to "Best Places to Work for Disability Inclusion" list. (2018-2021)



Received a 100% rating and earned the designation as a "Best Place to Work for LGBTQ Equality" in the Human Rights Campaign Foundation's Corporate Equality Index. (2018 - 2021)



Steptoe's Commercial Litigation Practice Group named a Inclusion Blueprint Champion by Diversity Lab (2021)



The Legal Diversity & Inclusion Alliance (LDIA) was launched in Brussels on January 31, 2019 and is a joint initiative of Steptoe & Johnson LLP and Van Bael & Bellis.

LDIA's commitment to diversity and inclusion takes the form of a pledge to eliminate discrimination in the workplace, to promote an inclusive organizational culture, and to take tangible actions to fulfil the goals outlined in our charter.



Named a Compass Award winner by the Leadership Council on Legal Diversity (2021)



Named a Top Performer by the Leadership Council on Legal Diversity. (2016 - 2021)



Named to the Women in Law Empowerment Forum (WILEF) Gold Standard Certification List, recognizing the firm's meaningful percentage of women equity partners, women in leadership positions, and comparable compensation. (2014 - 2015, 2018 - 2021)



Working Mother magazine named Steptoe to "Best Law Firms for Women" list. (2018 - 2020)