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 Steptoe 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. Steptoe 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 Steptoe 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.

For more than 100 years, Steptoe 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.

**U.S. STEPTOE LAWYER DIVERSITY**

- Women: 38%
- Ethnically Diverse: 19%
- LGBTQ+: 4%
- Persons With Disabilities: 2%

**U.S. ASSOCIATES**

- Women: 50%
- Ethnically Diverse: 31%
- LGBTQ+: 6%

**WOMEN IN LEADERSHIP**

- Managing Partners: 50%
- Executive Committee: 55%
- Compensation Committee: 27%

Percent of equity partner diversity:
- Women, Ethnically Diverse, LGBTQ+
  - Women: 27%
  - Ethnically Diverse: 10%
  - LGBTQ+: 1%

**HIRES OVER THE PAST 5 YEARS**

- Persons with Disabilities: 2%
- LGBTQ+: 7%
- Ethnically Diverse: 27%
- Women: 48%

**2021 SUMMER ASSOCIATE CLASS**

- Women: 65%
- Ethnically Diverse: 23%
- LGBTQ+: 12%
- Women, Ethnically Diverse, LGBTQ+
  - Women: 46%
  - Ethnically Diverse: 58%

Statistics in this document reflect our US offices only.
In 2019: 40% of new partners were women or ethnically diverse
In 2020: 50% of new partners were women or ethnically diverse
In 2021: 50% of new partners were women or ethnically diverse

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.

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.

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.

LATINX LAWYERS AFFINITY GROUP
Our Latinx Lawyers Affinity Group works to promote networking, mentorship, and educational opportunities for lawyers with shared interests and backgrounds in the Hispanic and Latinx communities.

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.

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 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 Steptoe’s Washington, DC office. The partnership also provides a priority arrangement that allows Steptoe families to move to the top of the waitlist at Huckleberry Cheesecake.

Steptoe 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

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)

Earned a spot on the Yale Law Women “Top Ten Firms for Gender Equity” and “Top Ten Firms for Family Friendliness” lists. (2019 - 2020)


Received the 2019 Chambers Diversity & Inclusion award for Corporate Social Responsibility. (2019)

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