



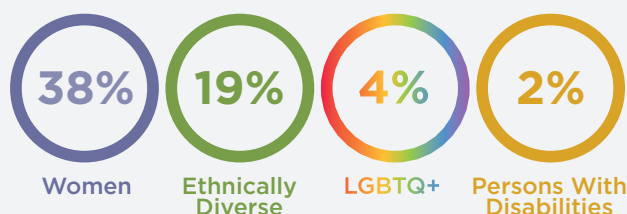
For more than 100 years, Step toe has been committed to providing clients with first-class service. Our firm has earned an international reputation for vigorous representation of clients before governmental agencies, successful advocacy in litigation and arbitration, and creative and practical advice 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.

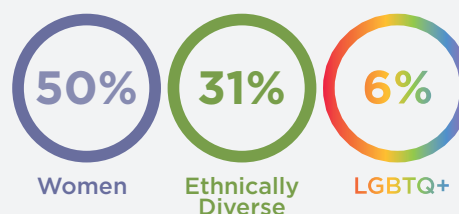
We believe every level of our firm must be inclusive. We are privileged to have a rich legacy of diverse Step toe changemakers. Our leadership is dedicated to engaging with lawyers at all levels and continually searching for new ways to include more diverse lawyers and professionals in the operation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



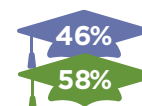
### HIRES OVER THE PAST 5 YEARS



### 2021 SUMMER ASSOCIATE CLASS



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



## ADVANCEMENT

Home-Grown Partner Promotions



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



## STEPTOE SPOTLIGHTS

### 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)



Named a Top Performer by the Leadership Council on Legal Diversity. (2016 - 2019)



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



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)



Ranked among the top 25 firms in the nation for having women equity partners on The American Lawyer's A-List Female Equity Partner Scorecard. (2020)



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 - 2020)



Law360 named StepToe to "Best Law Firms for Minority Equity Partners" list. (2018 - 2019)



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