



# Diversity & Inclusion

## Steptoe

Steptoe stands with those committed to help end systemic and overt racism in our society. Recognizing that many of us cannot easily imagine or fully experience the fear, exhaustion, and frustration that people of color feel every day, we will attempt to listen well to your voices, and respond not just with words of comfort, but also with action.

Lawyers have a special responsibility to redress injustice and unfairness, and there is much more we can do to ensure justice and fairness. We can make the world a better place. We hear you and we will act.

### **Download Steptoe's 2020 Diversity & Inclusion Annual Report (PDF).**

Steptoe's continued success depends on ensuring that the diverse experiences of all of our lawyers contribute both to the first-class work that we do for our clients and to the congeniality of our workplace. Excellence in the practice of law knows no racial, ethnic, gender, gender identification, sexual orientation, disability, religious, or other such boundaries. This conviction is reflected in our motto: Strength In Diversity.

We are dedicated to maintaining our long-standing efforts to recruit, hire, retain, and promote lawyers from diverse backgrounds and to weave their experiences along with those of other lawyers into the fabric of the firm. We are keenly aware that our diversity and inclusion efforts are not just about the firm. They are about our clients, our communities, and the profession as a whole.

Steptoe's diversity reflects a broad cross-section of the firm, which is recognized in the firm's affinity groups: Asian Lawyers, Black Lawyers, Latin Lawyers, Steptoe Pride, and the Women's Forum.

### **Diverse Balance**

As a firm, Steptoe strives to differentiate itself not only by delivering the highest-quality legal services to our clients, but also by accomplishing that goal with a talented, creative, diverse, and engaged team of professionals. Steptoe is widely recognized as a democratic, collegial firm. Our goal is to provide all lawyers at all levels the opportunity to participate in the life of the firm and its decision-making process.

Steptoe lawyers and professionals come to the firm with a wide range of skills, diverse backgrounds, and unique perspectives. The firm supports career paths that enhance and maximize individual and team strengths, in the long run as well as the short term. We strive to create an environment in which all of our lawyers and professionals can develop professionally and actively participate in the development of a diverse, inclusive, and productive workplace community.

### **Leadership**

Step toe's leadership engages with all lawyers and continues to search for new ways to include more diverse lawyers and professionals in the operation and success of the firm. This democratic approach to decision-making requires energy and patience, particularly as the firm has grown to more than 500 lawyers and professionals in nine offices around the world.

Step toe further focuses on supporting and engaging our diverse lawyers through the efforts of the firm's Diversity & Inclusion Committee. The committee is a diverse group representing senior management, partners and associates working diligently across areas including training, mentorship, retention, programming, sponsorships, recruitment, and advancement.