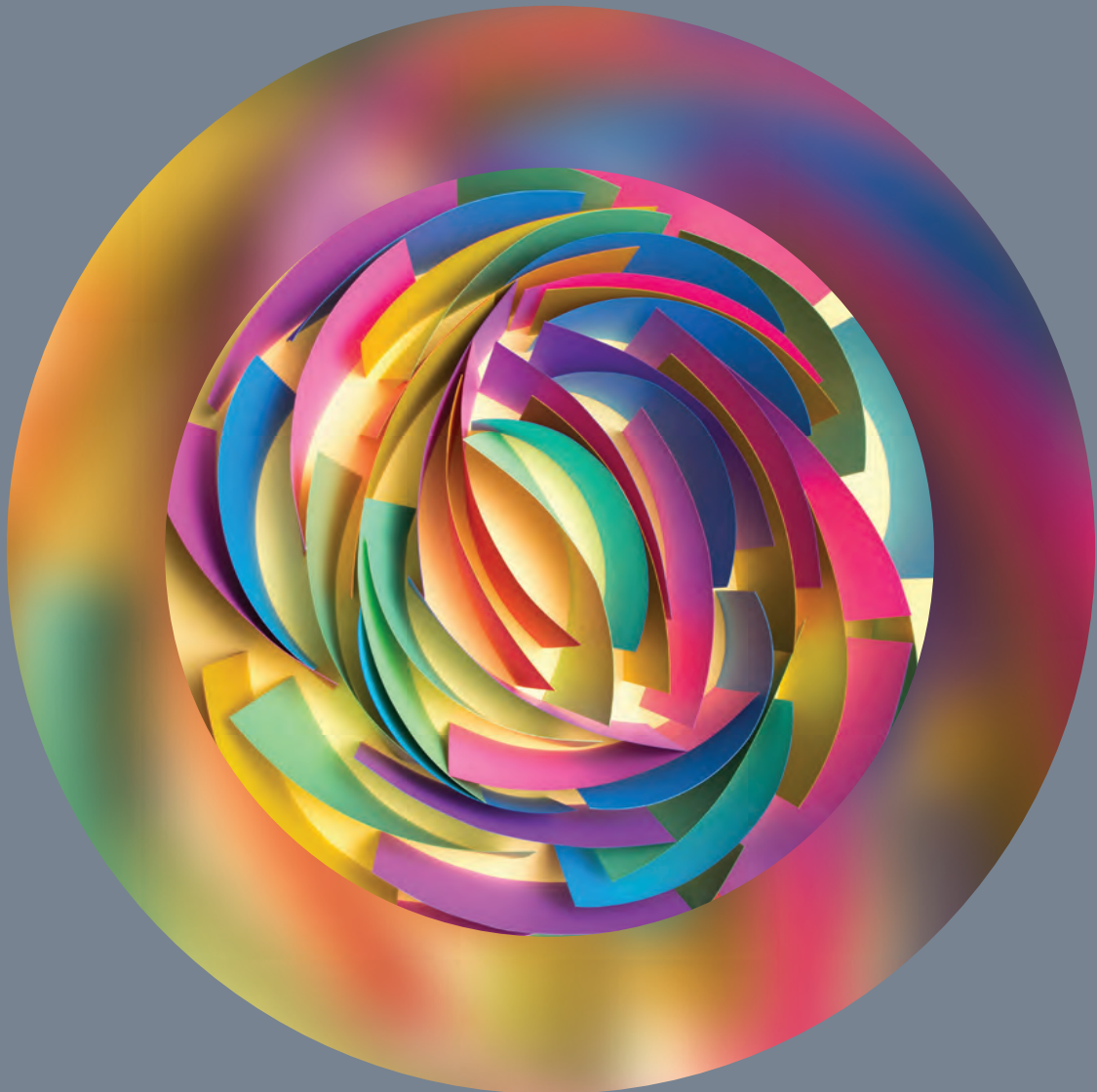




DIVERSITY
EQUITY
INCLUSION

FOCUS ON

Diversity, Equity and Inclusion



IN THE LAST 5 YEARS

49%

of laterals were women

21%

of laterals were minorities

54%

of associates promoted to members were women

Ranked in the top

15



Best Law Firms for Minorities
"Diversity Snapshot" *Law360*

Top rating by
Human Rights Campaign's

Corporate
Equality Index



34%
of our employees
are minorities

Listed in

Best Place to Work for
Disability Inclusion

Disability Equality Index

Listed in the top 20

Best Law Firms for Diversity—
Diversity for Women

Vault

46%

of our lawyers are women



"At Epstein Becker Green, we have a lifetime commitment to diversity. Here, it is not the 'flavor of the month.' We were diverse before it was cool to be diverse!"

Carrie Valiant

Member, Health Care & Life Sciences Practice, Washington, DC, and Chair, Diversity & Professional Development Committee

"All of the different diversity efforts, programs, events, and institutions, in part, become the fabric of the firm's culture, intertwined to create one whole firm. This is an integral part in advancing the ball forward towards inclusiveness."



Clifford Barnes

Member, Health Care & Life Sciences Practice, Washington, DC

Top-down commitment

Diversity starts with a commitment—in our case, the commitment began with the firm’s founders and continues with our leadership today, with diversity and inclusion being embraced as one of the firm’s core values. A board-level committee sets diversity goals, oversees initiatives, and tracks progress. The firm believes that inclusion is vital not only to providing outstanding client service but also to creating a work environment that promotes diversity of race, religion, ethnicity, gender, and sexual orientation as well as disability awareness.

Diversity programs that make a difference

Mansfield Rule

We are proud to participate in the Mansfield rule in an effort to formalize procedures and take measurable, intentional steps to support greater diversity in our law firm and its leadership.

Unconscious bias training

This firm-wide program is run by a nationally recognized consultant with the goals of raising awareness and developing solutions in hiring, work assignments, evaluations, and retention.

Halting Harassment training

We established a mandatory, firm-wide e-learning solution that focuses on preventing sexual harassment and encourages behaviors that foster a work environment free from discrimination and harassment.

Honoring achievements

Our annual Diversity Reception celebrates the diversity in our firm, our profession, and our communities. At the Diversity Reception, we honor a recipient who has helped to advance diversity and inclusion by presenting him or her with the Epstein Becker Green “Make a Difference” Award.

Women’s Initiative

This robust, firm-wide program helps professional women network, share information, acquire skills, and develop rewarding professional relationships inside and outside the office.

“From the earliest days of the firm, it has always been important to me to create a firm of inclusion and to have diversity of thought from talented, innovative attorneys. We provide an environment where individuals from different backgrounds, experiences, and cultures can grow to their maximum capacity.”

Steven Epstein, Founder and Member, Health Care & Life Sciences Practice, Washington, DC

The diversity dialogue



“The firm has widened my view on how important diversity is. Once I joined the firm, I started to become active within the local Asian American Bar Associations. The firm has supported me by sponsoring diversity galas and other initiatives.”

Jang Hyuk Im

Member, Employment, Labor & Workforce Management Practice, San Francisco

Conversation starters

To increase diversity and inclusion, you have to talk about diversity and inclusion. We keep a robust dialogue going year-round, culminating in our annual Diversity Awareness Month celebration each October.

Education campaign

We address diversity-related topics, such as overcoming communication obstacles, mastering disability awareness and etiquette, and understanding men’s and women’s communication styles.

Follow the calendar

We create special events and activities for Black History Month, National Hispanic Month, National Native American Heritage Month, Pride Month, Women’s History Month, and more.

International food festival

We celebrate the firm’s multicultural workplace with an international food festival in each of our offices. We encourage employees to bring a dish that represents their heritage.

Promoting work-life balance

Family is one of our core values. To support lawyers engaged in child care or elder care, we facilitate part-time and remote work, as well as parental leave.

“As my family continued to grow, I received nothing but positive encouragement and support from the leadership and my colleagues at the firm. I think this is what makes Epstein Becker Green a truly “family-friendly” firm—not only is the culture centered around diversity, inclusiveness, and flexibility, but the firm also fosters a culture where attorneys are encouraged to find their own path.”

Lesley Yeung

Senior Counsel, Health Care & Life Sciences Practice, Washington, DC



“Having a diverse culture is critical to the firm’s success long-term and makes us better lawyers when representing our clients. Epstein Becker Green is willing to have the conversation about diversity throughout all levels of the firm, and is actually making commitments to promote diversity and inclusion in tangible ways.”

Anjali Downs

Member, Health Care & Life Sciences Practice, Washington, DC

Looking beyond our walls

True diversity is not a snapshot but a story, one that continues from year to year and from generation to generation. We invest in promoting opportunities that bring new and diverse participants into the educational, legal, and business communities. The more perspectives we have to draw from, the richer our experience and the more creative our client solutions.

Industry networking

As a founding sponsor of the Women Business Leaders of the U.S. Health Care Industry Foundation, we strive to help senior executive women in the health care industry create meaningful cross-sector relationships, expand their leadership, and harness their collective power to improve the industry.

Future Lawyers' Program

College students considering a career in law visit Epstein Becker Green for a day of tips from associates, summer associates, and career counselors.

1L Diversity Pipeline Program

Each year, selected first-year law students are exposed to our core practice areas through seminars, "real projects," and "real-life experiences" that junior attorneys at Epstein Becker Green face. They may also earn placement in our Summer Associate Program the following summer.

NJ LEEP (Law and Education Empowerment Project)

Our lawyers teach college and career success skills to students and families in the greater Newark area.



“We offer an environment that fosters growth for women and people of color. The work you get is on par with that of your colleagues who are not diverse.”

Cassandra Labbees

Member, Employee Benefits & Executive Compensation Practice, New York

New York Street Law Pipeline Program

Epstein Becker Green partners with Street Law to support its Legal Diversity Pipeline Program. Through classroom visits and a field trip to the law firm or legal department, volunteers teach lessons and lead activities designed to increase students' knowledge and interest in the law and legal careers.

Don Bosco Cristo Rey High School and Corporate Work Study Program

For more than six years, we've participated in a Corporate Work Study program for students at this college-preparatory school with the need and motivation to help earn their own tuition.

Langley Elementary School

This STEM (science, technology, engineering, and math) education school, in an underserved area of Washington, DC, provides opportunities for preschool through fifth-grade students to learn important 21st-century skills. We partner with Langley to support fundraising activities with and on behalf of the school.

Firm affinity groups

- LGBTQ+ Outreach Group
- Minority Attorneys Forum
- Women's Initiative
- Work/Life Integration Resource Group

