

Diversity Mission Statement

The firm is committed to the recruitment, retention and advancement of lawyers from all backgrounds, and works to foster a diverse and inclusive work environment.

Diversity Mission Statement

The firm recognizes that the unique experiences, skills and perspectives of attorneys from a variety of backgrounds, including those from different genders, gender identities, races, nationalities, ethnicities, socioeconomic statuses, religious backgrounds, sexual orientations, marital status and physical or mental abilities, strengthen our organization and help us provide the most effective legal representation for our clients. The firm is committed to the recruitment, retention and advancement of lawyers from all backgrounds, and works to foster a diverse and inclusive work environment.

The Committee's mission is to facilitate the fulfillment of the firm's commitment to diversity and inclusion by focusing on the following areas: (A) identification and mitigation of bias; (B) promotion of diversity and fostering of inclusion within the firm; and (C) engagement with the legal community at large regarding matters of diversity and inclusion.

A. Identification and Mitigation of Bias: The Committee broadly defines the term "bias" to mean unfair prejudice regarding any person or group. This includes implicit bias or bias that exists in the absence of malicious intent. While the Committee does not serve as a forum for adjudicating disputes, it will seek to identify and mitigate the harmful effects of bias by:

- i. serving as a resource for any attorney seeking information relating to bias and/or diversity and inclusion;
- ii. providing guidance and recommendations regarding firm policies or practices to help mitigate bias and improve diversity and inclusion in the workplace;
- iii. engaging experts to provide firm-wide educational opportunities and training programs on issues of diversity, inclusion and bias; and
- iv. providing a forum for the discussion of issues involving diversity, inclusion or bias, and fostering regular and clear communication within the firm regarding such issues.

B. Promotion of Diversity within the Firm: The Committee will support the firm's efforts to attract, retain, and promote the professional development of attorneys of all backgrounds by actively creating relationship-building, targeted mentorship, and networking opportunities for diverse attorneys.

C. Engaging with the Legal Community: The Committee will facilitate the firm's engagement with the legal community at large regarding matters of diversity and inclusion by facilitating and supporting attorney participation in programs, forums and discussions relating to such issues.

Diversity Lab's Midsize Mansfield Rule

Carter Ledyard is proud to announce that as part of our goal to sustain a diverse and inclusive environment, the Firm is participating in the Midsize Law Firm Mansfield Rule certification program. The initiative is established by Diversity Lab and represents a longstanding commitment to increase transparency to enhance the best recruitment and promotion of a broad pool of candidates for leadership and high visibility positions. Carter Ledyard's formal commitment to these ends will continue beyond the duration of the period for midsize firms to earn "Mansfield Certification," in which we pledge to consider at least 30 percent women and diverse attorneys for promotions, lateral hiring, significant leadership roles, and inclusion on pitch teams.



About CLM-Women

CLM-Women (CLM-W) addresses issues of importance to female attorneys at the firm and actively supports the firm's goals to retain, develop and advance women at all stages of their careers. The group organizes networking and business development events, studies and discusses firm policies that promote gender equality and work-life integration, and provides informal mentoring opportunities between its members. Chaired by the firm's Managing Partner, Judith Wallace, the group includes attorneys from every department at the firm.



