GIBSON DUNN
2020 DIVERSITY REPORT

Gibson Dunn is committed to delivering the highest quality legal services by fostering a culturally fluent, inclusive and open environment that welcomes individuals from diverse backgrounds and with different perspectives to achieve its core values of excellence, fairness and individuality.

“There is no question that our diversity, which spans race, ethnicity, gender, sexual orientation, socioeconomic status, physical abilities, religious beliefs and political views, is embedded into our cherished culture and is a source of great strength.”

— Kenneth M. Doran
Chairman & Managing Partner

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2020 DIVERSITY EFFORTS

Gibson Dunn is proud to share with you some of our efforts in advancing diversity and inclusion this past year. Against the backdrop of a global pandemic, the firm is more committed than ever to ensuring that we continue to cultivate and ensure our values are fully integrated in all that we do. We continue to make significant strides in the recruitment, retention and advancement of diverse talent, and have hosted hundreds of programs this past year in support of our diversity and inclusion efforts. Gibson Dunn is also proud to partner with our clients and community organizations to champion diversity and inclusion in the legal profession and society at large.

RACIAL JUSTICE & EQUITY INITIATIVE

Gibson Dunn is committed to playing a meaningful role in changing the world for the better, and making good on the promise of “equal justice for all.” Through our Racial Justice & Equity Initiative, we continue to engage in a variety of matters that either directly or tangentially impact on racial justice issues, including tackling police reform, criminal justice reform, and providing pro bono assistance to minority-owned businesses around the world.

Several years ago, under the leadership of Gibson Dunn partners Marcellus McRae and Ben Wagner and in collaboration with the Leadership Conference on Civil Rights, the firm engaged in a deep dive into policing throughout the U.S. The result was a comprehensive report and toolkit on Police Reform that identifies existing issues and best practices for solving those issues. In a blog post entitled “How to Make this Moment the Turning Point for Real Change,” President Obama referenced and linked to our Report. Efforts are now underway to determine what the next step is in this space, capitalizing on the meaningful work thus far.

Gibson Dunn partner and Pro Bono Chair Katie Marquart spearheads our continued engagement in impact litigation to advance racial justice and equity. We have tackled myriad complex and controversial topics in recent years, including marriage equality, the preservation of the Deferred Action for Childhood Arrivals (DACA) program, and other important issues impacting marginalized communities. In June 2020, Gibson Dunn filed a federal lawsuit challenging the Trump Administration’s use of force against peaceful protestors gathered in Lafayette Park (see Buchanan v. Trump). And most recently in December 2020, Gibson Dunn filed a lawsuit in Los Angeles in response to the LAPD’s unlawful use of rubber bullets against peaceful protesters in Deon Jones v. City of Los Angeles, et al.

Internally, the firm continues to host regular gatherings in each of our offices including town halls with leadership and book clubs focused on issues around racial justice and equity. Our affinity groups have also actively engaged in this initiative, including spearheading community relief efforts and collaborating with the Diversity team to develop educational programming opportunities on these important issues. We have also developed resource guides intended to deepen our understanding of racism, antiracist practices, and allyship.

Gibson Dunn continues to partner with institutions advocating for racial justice and equity, including but not limited to the Equal Justice Initiative, the NAACP Legal Defense and Educational Fund, Inc., and the National Museum of African American History and Culture. We have donated hundreds of thousands of dollars to support these organizations and their meaningful work. In addition to our firmwide and national efforts, our local offices continue to work alongside regional community partners to positively impact the communities where we work and reside.

Ambassador Ron Kirk
Special Of Counsel, Gibson Dunn
Board Member, NAACP Legal Defense and Educational Fund (LDF)

“Having grown up during the period of Jim Crow segregation in our country, I am a first generation beneficiary of the civil rights movement. The work of LDF not only opened doors of opportunity for people of color, but for women, people with disabilities and the LGBTQ community. I was inspired to become a lawyer because of the work of Justice Marshall, and as recent events in our country have demonstrated, the work continues.

Dr. Martin Luther King Jr. reminded us that “the moral arc of the universe is long, but, it bends toward justice.” I am proud that Gibson Dunn has made the commitment to help bend the arc for the benefit of us all, and I encourage each of you to join in this effort.”

Prior to joining the firm in April 2013, Ambassador Kirk served as the 16th United States Trade Representative (USTR) and was a member of President Obama’s Cabinet. He was also elected as the first African American Mayor of Dallas from 1995–2001, and was appointed Texas Secretary of State by Governor Ann Richards in 1994.
Gibson Dunn launched the firm’s Black Advancement Initiative in 2019 with a renewed focus on the recruitment, retention and advancement of Black talent. We have made tremendous strides in the past year alone, and while we are proud of the results yielded thus far, we are committed to building upon these successes and elevating our efforts in the years to come.

Firm leadership, in collaboration with our Black partners, strategized and implemented a number of measures to achieve the Initiative’s goals. Our efforts have ranged from facilitating additional internal resources such as peer-to-peer mentoring; engagement with external stakeholders, including clients and community pipeline programs; and increased communication and engagement among our Black lawyers.

Among other priorities, we have concentrated on the recruitment of Black talent, with equal focus on new associates and lateral hires. We are proud of our results thus far – the firm had 4 times the number of Black recruits in the 2020 summer class (and 6 times the number of Black recruits in the New York office alone). In addition, we increased the number of Black lawyers firmwide (up 60%) hired laterally over the course of this past year.

We likewise recognize the importance of sponsorship and championing Black talent, a dialogue continued from the General Counsel Roundtable at the firm’s 2019 Partner Retreat. This significant conversation featured two Black General Counsels (Uber’s Tony West and Toyota’s Chris Reynolds) and an ally (Kimberly Clark’s Jeff Melucci) who spent a considerable amount of time focused on the importance of recruiting and retaining a racially diverse workforce. They also shared their personal journeys of overcoming obstacles and stressed in particular the importance of sponsorship of Black legal talent. We have integrated these insights into our retention and advancement strategies and continuously look for opportunities to refine our tactics.

We are proud that this initiative will help the firm continue to build an incredible community that can serve as a model of Black excellence for others to follow.
DIVERSITY PROGRAMMING OVERVIEW

Gibson Dunn has hosted over 2000 diversity-related programs and events in support of our inclusion efforts over the past five years. In 2019, we hosted nearly 550 diversity committee meetings, affinity group events and substantive programs across each of our global offices. And in 2020, the firm hosted over 300 programs despite having to navigate the unique challenges of a virtual work environment.

A large number of these programs directly benefit the career progression of diverse lawyers. With 10 offices in the U.S. and 10 in Europe, the Middle-East and Asia, the Diversity department now works closely with over 120 lawyers across all offices who serve in diversity leadership roles in their respective offices.

Gibson Dunn is proud to support the following constituencies:

- **ASIAN-AMERICAN AFFINITY GROUP**
- **BLACK AFFINITY GROUP**
- **FIRST GENERATION PROFESSIONALS GROUP**
- **HISPANIC/LATINO AFFINITY GROUP**
- **LGBTQ AFFINITY GROUP**
- **MUSLIM AFFINITY GROUP**
- **PARENTING RESOURCE GROUPS**

Our affinity groups allow our diverse lawyers an opportunity to convene, to connect and build a community. To advance intersectionality and inclusion, our affinity groups often co-host programs and partner with local bar associations. A recent example includes our Black and Muslim affinity groups co-hosting a program with the Muslim Bar Association of New York titled “How Media and the Law can Move the Black Lives Matter Movement Forward.” Panelists included Radiya Buchanan, lead plaintiff in *Buchanan v. Trump*, Tianna Mays from the Lawyers’ Committee for Civil Rights and Tyler Tynes from *The Ringer*.

**Minnie Che**
Harvard Law 3L; Gibson Dunn Summer Associate ’18, ‘20

“The firm has a broad range of resources to support diverse law students (and associates), but in light of the virtual program format this past summer, I was particularly grateful for the Diversity Summer Associate Mentor Program as it provided a unique platform to build meaningful connections with my diverse peers despite the lack of in-person interaction.

The close-knit community was a determining factor in my decision to join the firm, first as an SEO intern and returning as a 2L summer, and I am beyond proud to be part of the Gibson family. This is a place where diversity and inclusion is prioritized, and where diverse talent is valued and supported.”

**Diverse Perspectives in the Law Speaker Series**

As part of Gibson Dunn’s Racial Justice & Equity Initiative, we launched a firmwide program in Fall 2020 with the aim of exploring our diverse attorneys’ experiences in navigating issues around race and inclusion throughout their lives, and how it has shaped their careers in the legal profession.

The inaugural program in our U.S. offices featured Gibson Dunn partners Mylan Denerstein, Ernie Hsin and Marcellus McRae and was moderated by Los Angeles associate Taunia Henry. Our EMEA inaugural program was moderated by London associate Amar Madhani, and featured Gibson Dunn partners Osma Hudda and Oliver Welch, as well as Of Counsel Claibourne Harrison.
2020 PROGRAMMING HIGHLIGHTS

As part of Asian Pacific American Heritage Month, Professor Russell Jeung discussed his work in tracking harassment and discrimination against Asian Americans during the current pandemic. Dr. Jeung, in collaboration with the Asian Pacific Policy and Planning Council and other community organizations, launched Stop AAPI Hate, an initiative that tracks Covid-19 related discrimination in order to develop community resources and policy interventions to fight racism.

Michele Coleman Mayes, Vice President, General Counsel and Secretary for the New York Public Library, is a widely recognized leader in legal and philanthropic circles. Gibson Dunn partner Mylan Denerstein interviewed Michele on her trailblazing career in both the private, government and non-profit sectors.

As part of the firm’s Black History Month celebration, the Firm hosted programs with LZ Granderson and Michele Coleman Mayes. Journalist LZ Granderson is currently a senior writer and columnist for ESPN The Magazine, a co-host of SportsNation on ESPN and a columnist for the LA Times. Gibson Dunn partner Marcellus McRae interviewed LZ on a range of topics, including the intersection of sports and social activism.

Gibson Dunn offices celebrated Pride Month by hosting Alphonso B. David, President of the Human Rights Campaign, and a nationally recognized LGBTQ civil rights lawyer and advocate. He is the first civil rights lawyer and the first person of color to serve as president of HRC in the organization’s nearly 40-year history. Gibson Dunn partner Mylan Denerstein interviewed Alphonso about his trailblazing career and current issues impacting the LGBTQ community.

In light of Women’s History Month coinciding with the onset of the work-from-home protocols, we hosted a conversation with Haley Taylor Schlitz, a second-year law student, author, public speaker and respected thought leader on the issues students of color face in navigating gifted and talented programs in our public schools. Gibson Dunn partner Krista Hanvey interviewed Haley about her inspiring journey. Haley and her parents also shared best practices for achieving homeschool success while simultaneously balancing a busy career. Haley’s mother, Dr. Myeisha Taylor, is an emergency room physician and homeschooling expert.
In celebration of Hispanic Heritage Month, Gibson Dunn Latinx partners hosted a fireside chat to discuss their experiences as Hispanic/Latino attorneys and how their cultural identities have shaped their personal and professional journeys.

Our New York office affinity groups launched *Diversity Dispatch: A Conversation with Clients*, a virtual speaker series featuring notable alumni and friends of the firm who currently work in-house. The purpose of this speaker series is multi-faceted in that it allows our attorneys (and summer associates) exposure to clients, as well as providing another connection point as we continue to work and engage remotely.

The NY Hispanic/Latino affinity group hosted Omar Colon, General Counsel, Autopistas Metropolitanas de Puerto Rico. Gibson Dunn associate Marcos Pueyrredon interviewed Omar on his legal career and the importance of diversity in his practice.

The NY Asian American affinity group hosted Nina Xue, Director, Brookfield Asset Management. Gibson Dunn Diversity Manager Amanda Huynh interviewed Nina on her professional journey, and her experiences as a Gibson alumna. Given Nina’s prior tenure at Gibson Dunn as a Summer Program Coordinator and NY Diversity Committee co-chair, she shared invaluable insights and career advice with our summer associates.

As part of Pride Month, the London Diversity Committee hosted a discussion with the Human Dignity Trust (HDT). Gibson Dunn partner Patrick Doris and associate Steve Melrose moderated a panel with Tim Otty QC (HDT founder and Deputy Chair of the Board) and Victoria Vasey (Head of HDT Legal) on HDT’s work around the world to support strategic litigation to challenge laws that persecute people on the basis of their sexual orientation and/or gender identity.

In recent years, we have hosted International Diversity Day, an annual celebration of the diversity efforts in our non-U.S. offices. In that spirit but unable to gather in person this year, we hosted various local gatherings, ranging from a Lunar New Year celebration in Singapore to a presentation in our Frankfurt and Munich offices on U.S. Supreme Court Justice Ruth Bader Ginsburg’s life and legacy. These gatherings serve to further connect our attorneys from across the globe, and to deepen our understanding of cultural drivers in each respective region.

This past year, the London Diversity Committee launched the London Culture Club, an office-wide initiative aimed at providing a forum for discussion and promoting an understanding of different identities, people and culture. Inspired and urged by recent events, it is a space to allow people to explore and share their thoughts on topics such as race, representation, access, history, diversity, inclusion, and all related matters. Meetings are based around a variety of material from podcasts to documentaries, books to artworks, music to food, and more. The goal of the Culture Club is that via these discussions, we will learn and appreciate more about each other, and by extension our communities.

Our German offices hosted a discussion on the “Equality of LGBTI* - Between US Supreme Court and the German Bundestag.” Inspired by the firm’s advocacy for marriage equality in the U.S. (specifically our work on *Obergefell v. Hodges*), Gibson Dunn associates Alexander Horn and Jan Schubert presented on the development of LGBTI* rights in Germany and the law on marriage equality passed by the German parliament in 2017. They also addressed how this development relates to the dissents in *Obergefell* which called for a decision by the legislator instead of a court. In addition to Gibson Dunn attorneys, the event was also attended by law students from the University of Munich.
WOMEN OF GIBSON DUNN

**Monthly Women’s Lunches and Events:** offices across the Firm host women’s lunches that are either substantive in nature or simply allow an opportunity for our women attorneys to connect with each other.

**Women’s Mentor Circles:** one of our offices has a formal opt-in mentor circle program organized by practice group and seniority. The mentor circles allow the women to self-select what types of programming and gatherings based on their interest.

**Small Group Networking Lunches:** offices organize small group lunches with four-to-five female associates and one male/female partner. The lunches provide our women attorneys exposure to engage with partners outside of their practice group.

**Lunch Pairings:** matches women associates who have been with the firm for more than two years with women who have joined more recently.

**Social Events:** offices host quarterly social gatherings designed to provide an informal setting for our women attorneys to connect.

**Alumni Panels:** various offices host current and former Gibson Dunn women alumnae panels, which allow our women attorneys to share their experiences and building relationships.

EMEA, LGBTQ & WOMEN OF COLOR EFFORTS

Over the years, we have worked to expand our various firmwide women’s initiatives to include the Women of Color, LGBTQ Women and EMEA (Europe, Middle East and Asia) Women Initiatives. Our EMEA Women’s Initiative brings together women attorneys across our Europe, Middle East and Asia offices to share experiences, explore varying cultural drivers and influences and promote female talent. Hong Kong partner Kelly Austin and London partner Penny Madden lead this Initiative.

Similarly, our LGBTQ Women and Women of Color initiatives provide a platform for our LGBTQ women and women of color lawyers to connect, engage internally and externally and focus on recruitment, retention and advancement. Los Angeles partner Abbey Hudson and Washington, DC partner Beth Ising, alongside associates Kelly Herbert and Praatika Prasad co-lead the LGBTQ Women’s Initiative. New York partners Mylan Denerstein and Anita Girdhari; Washington, DC partner Chantale Fiebig; and associates Candis Davis and Tiaunia Henry spearhead the Women of Color Initiative.
ADVANCING DIVERSE TALENT

Our ultimate goal is to retain top female, ethnically diverse and LGBTQ talent in the partnership. Over the past five years, we have made significant strides in advancing our diverse talent. Since 2014, we have added 64 women to the partnership (through 36 internal promotions and 28 lateral hires). We are particularly proud of the 2018 partnership class where women represented 50% of the partnership class (8 women partners). Additionally in our 2019-2021 partnership classes, we elected 19 more women into the partnership, and we anticipate this upward trend to continue growing in the coming years.

We have worked tirelessly to ensure that our diverse lawyers can look upward to see themselves reflected in the leadership of the firm. At the highest levels, our Managing Partner works diligently to ensure that women occupy leadership roles at the highest levels of the firm. Currently, five women sit on the Firm’s Executive Committee (two of whom are women of color). Four women also serve as Partners-in-Charge of our offices – Beijing, Hong Kong, São Paulo and Washington, DC. Women are also chairs of two of our other executive-level committees. At the practice group level, 29 women serve as practice groups heads.

We are also proud of our efforts to promote ethnically diverse attorneys into the partnership and into leadership positions at the Firm. Our 99 women partners, 42 ethnically diverse partners and ten LGBTQ partners are extremely engaged in our diversity and inclusion efforts, both internally and externally. Our ethnically diverse lawyers currently represent 12% of the partnership, and our LGBTQ lawyers represent 2% of the partnership. Since 2014, we have promoted eleven ethnically diverse partners and three LGBTQ partners. In addition, we have added twelve ethnically diverse and five LGBTQ lateral hires to the partnership during that same time period. And as noted previously, two women of color currently serve on the Executive Committee.

DIVERSITY TRAININGS

Over the past years, we launched a number of training programs designed to create a more inclusive environment and to tackle some of the biases that may be inhibiting the careers of our diverse lawyers. As part of the Firm’s commitment to maintaining a positive and professional work environment free from harassment, attorneys attended a mandatory “Respect and Inclusion in the Workplace” training which was presented live in all of our U.S. offices. In addition, attorneys were required to attend mandatory “Unconscious Bias” training, which also took place in each of our local offices. For our unconscious bias training, we held over 45 sessions in 20 offices.

We are currently partnering with the Minority Corporate Counsel Association (MCCA) to implement strategies to interrupt bias as outlined in the report titled You Can’t Change What You Can’t See: Interrupting Racial & Gender Bias in the Legal Profession. Zakiyyah Salim-Williams, Gibson Dunn’s Chief Diversity Officer and Jean Lee, President and CEO of MCCA, are working closely with our lawyers, and practice group leaders in particular, to discuss strategies to mitigate potential bias that may impact the careers of our diverse lawyers at the Firm.
DIVERSITY PARTNERSHIPS

The Firm annually sponsors a number of diversity-related organizations and partners with over a dozen pipeline organizations. For example, Gibson Dunn annually hosts over 125 high school students from Girls Who Code – a national non-profit working to close the gender gap in the technology sector – in Austin, the Bay Area, Los Angeles and New York. The programs feature over 20 substantive panels led by a wide range of presenters from associates, partners, clients, members of the judiciary to representatives from pro bono and policy-related organizations.

During the summer, the Firm hosts two recent high school graduate interns from Prep for Prep and the New York City Bar Association Thurgood Marshall Summer Law Internship Program. Prep for Prep is a leadership development and gifted education program, and identifies New York City's most promising students of color and places them at independent and boarding schools throughout the Northeast. The Thurgood Marshall Internship Program places high-achieving New York City high school students with legal employers for the summer. In addition, Gibson Dunn annually hosts high school students from Legal Outreach, an organization dedicated to advancing youth in higher education. Last, the Firm hosts a number of entering law students through the Sponsors for Education Opportunity (SEO) program, which provides superior educational and career programs to young people from underserved and underrepresented communities to maximize their opportunities for college and career success.

COMMUNITY OUTREACH

In addition to our internal efforts, Gibson Dunn is also committed to joining the legal community in its efforts to improve diversity and inclusion in the profession and to advance the communities in which we work and reside. Our attorneys are encouraged to participate in a wide range of pro bono matters, many of which benefit diverse communities. Members of our Firm leadership, including Ted Boutrous and Ted Olson, have been involved in several high profile matters benefiting diverse communities, including our work fighting for marriage equality, challenges to educational equality for all children and advocating for police reform across the country.

We also donate thousands of attorney hours and dollars to several different diverse causes and organizations around the country, including, but not limited to, the National Asian Pacific American Bar Association, National Association of Women Lawyers, Hispanic National Bar Association, Metropolitan Black Bar Association, Legal Outreach, Lambda Legal, National LGBT Bar Association, American Muslim Association of Lawyers, Minority Corporate Counsel Association, California Minority Counsel Program, Council of Urban Professionals and Leadership Council on Legal Diversity and many others. The Firm further provides internship and scholarship opportunities for high school, college and law students through our affiliation with programs such as Legal Outreach, Mount St. Mary’s College, Prep for Prep, A Better Chance, the California Scholarship Foundation, Columbia University’s Leadership in Law Course for High School Students, Joint Minority Bar Judicial Internship Program for Law Students, the Mexican American Bar Foundation, and the Thurgood Marshall Internship Program.