At Eversheds Sutherland, diversity and inclusion means:

- respecting our differences in race, gender, disability, age, sexual orientation, faith, social and educational background, nationality, marital status, and family or care responsibilities
- embracing our similarities and building innovative solutions based on our differences
- valuing unique perspectives and recognizing the insights that each person brings to our firm

Our ongoing commitment to diversity and inclusion is demonstrated by our ability to attract individuals from a range of backgrounds and perspectives, who can provide us with a competitive edge in an increasingly global legal market. Eversheds Sutherland is focused on fostering an inclusive environment that yields creativity for our clients so that we can deliver a premier service worldwide.

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**Putting words into action**

Our diversity and inclusion initiatives

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**Commitment to women**

Eversheds Sutherland is committed to greater representation of women at the executive and partner levels. In 2018, we launched the Women’s Leadership Initiative which features best practices, programs and strategic alliances designed to ensure the retention and promotion of women attorneys. In addition, our Eversheds Sutherland Women Attorneys Group provides support to our women attorneys through a variety of local activities and initiatives:

- mentoring
- education
- client development
- networking
- community-building
- public service

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**Scholars program**

Eversheds Sutherland Scholars is a summer program for recent college graduates headed to law school and rising college seniors from a variety of ethnic and cultural backgrounds. The program is designed to demystify law school by exposing students to everything they will need to be successful. Guest instructors and panelists have included general counsel from Fortune 100 companies, presiding judges and university law professors.

- established in 2005
- intensive three-week curriculum
- more than 425 students have graduated from the program
- 95% of participants have been accepted into law school
Unlocked program

Unlocked is designed to give young adults from underrepresented backgrounds the opportunity to attend college and pursue a career in law. The program operates in seven of our United Kingdom offices and is part of the legal sector’s desire to increase social mobility in the legal profession. The firm’s charitable trust has provided students with scholarships to support tuition and living expenses at college. The program further supports students by offering work experience, partner mentoring and skill development.

- launched in 2015
- more than 1,000 students have attended the program
- 110 partners have provided mentoring to students
- 68% of students have successfully graduated from law school

Affinity groups and employee networks

- Asian Affinity Group
- Black Attorneys Affinity Group
- Disability, Careers and Wellbeing
- Faith Forum and Christians Network
- Gender Network
- Hispanic Attorneys Affinity Group
- LGBT+ Attorneys Affinity Group
- Middle Eastern/North African Affinity Group
- Parents Network

Awards and recognition

- Top 25 Best Law Firms for Diversity
- Top 50 Employers for Women 9 years in a row
- Top 100 Firm for Minority Attorneys
- Top 100 Employers for LGBT Equality 8 years in a row
- Recertified in 2018 as a Gold Standard Firm
- Certified as a Disability Confident Employer since 2016
- Best Place to Work for LGBT Equality for 9 years in a row
- Diversity & Inclusion Index; gold ranking since 2016
- Minority Corporate Counsel Association Innovator Award 2017
- BAME (Black Asian Minority Ethnic) Gold Award 2016
- Gender Equality Index 2016; ranked in the 90th percentile
- Accredited Mental Health Wellbeing Plan
- Founding Member of the 30% Club in 2011

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Eversheds Sutherland (International) LLP and Eversheds Sutherland (US) LLP are part of a global legal practice, operating through various separate and distinct legal entities, under Eversheds Sutherland. For a full description of the structure and a list of offices, please visit eversheds-sutherland.com. US00206_082018