We strive to create a diverse and inclusive community where opportunities to succeed are transparent and accessible to all. Our vision is that Perkins Coie will be known as the best place to work for diverse lawyers.

**OUR MISSION**

Diversity is a long-standing core value and also one of the firm’s strategic goals. Embracing diversity allows us to draw from varied perspectives and communities, enabling us to attract the very best talent to our ranks, and in turn provide excellent service to our clients. Perkins Coie is committed to advancing diversity and inclusion both within the firm and throughout our collective communities and will continue to support and participate in efforts to make the legal profession more diverse and inclusive.

**OBJECTIVES**

- Engaging firm leadership in proactive diversity initiatives
- Measuring and monitoring our program and success
- Developing programs to address internal and external priorities
- Investing in recruitment and retention efforts

**DIVERSITY RECOGNITIONS AND RANKINGS**

- Awarded Mansfield 3.0 Certification Plus for Diversity Leadership from Diversity Lab, 2020
- Named a "Top Firm for Flexible Work Options" by Yale Law Women, 2020
- Received the Women in Law Empowerment Forum Gold Standard Certification, 2020
- Named one of the "Best Workplaces For Women ™" by Fortune, 2020
- Received a score of 100% in the Corporate Equality Index and designation as one of the "Best Places to Work" from the Human Rights Campaign Foundation (the educational arm of the nation’s largest advocacy group for LGBT Americans), 2009–2020
- Ranked third among ChIPs Honor Roll Firms for gender diversity in Intellectual Property practices in the 2019 Inclusion Blueprint Survey, a joint initiative between ChIPs and Diversity Lab

**RESOURCE GROUPS**

Resource Groups foster the development and success of diverse attorneys at the firm. These groups develop educational programming, assist with business and professional development opportunities, maintain relationships with national minority bar associations, and promote community among diverse attorneys within the firm.

- African American/Black
- Asian Pacific Islander
- Latinx
- Lawyers with Disabilities
- Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+)
- Native American
- Parents and Caregivers
- South Asian/Middle Eastern
- Veterans
- Women of Color
- Women's Forum
OUR COMMITMENT TO RACIAL EQUALITY

As a firm, we are committed to doing our part to end racism and to help create a more just and equal society. Our actions will build on the substantial work we are already doing to advance diversity, equity, and inclusion within our firm and in our society. Today, we make these new commitments:

FINANCIAL CONTRIBUTIONS TO PROMOTE RACIAL EQUALITY: We will contribute at least $500,000 annually over the next five years to community-led as well as local and national organizations that promote racial equality through legal representation, policy advocacy, and community-based activities.

NEW PRO BONO INITIATIVES FOCUSED ON RACIAL EQUALITY: Building on our existing pro bono program, we will establish new firmwide initiatives that address racial inequality in policing, the criminal justice system, and economic justice. We will also work with other law firms to address issues of systemic racism through the newly formed Law Firm Antiracism Alliance.

CIVIL RIGHTS LEGAL FELLOWSHIPS: We will establish a fellowship program for Perkins Coie associates, typically in their first year, to spend one year working in a civil rights organization or other organization that promotes racial equality.

ENTREPRENEURSHIP PROGRAM: We will establish a program to support Black and Latinx founders and entrepreneurs to achieve greater access to capital through networking opportunities, educational resources, seminars, and alternative fee arrangements.

SUPPLIER DIVERSITY PROGRAM: We will accelerate and expand our Supplier Diversity Program, established in 2019.

OBSERVANCE: Continuing the practice that we began this year, we will make Juneteenth an annual firmwide holiday to provide an opportunity for reflection, education, and service to promote racial equality.

LAWYER DEMOGRAPHICS

CURRENT LAWYERS:

- 39% Women
- 10% Asian
- 4% African American/Black
- 5% Hispanic/LatinX
- 3% Multiracial
- 5% LGBTQ+

2020 SUMMER CLASS:

- 57% Women
- 29% Asian
- 14% African American/Black
- 10% Hispanic/LatinX
- 4% Multiracial
- 13% LGBTQ+