



Arent Fox: A Commitment to Diversity

At Arent Fox, we believe that excellence and diversity go hand in hand. We are committed to seeking and retaining a varied group of attorneys and staff throughout the firm and believe that diversity is a strategic requirement for business success. Diversity has several beneficial effects: It produces different perspectives, richer thinking and more creative solutions to the challenges our clients face; it helps to instill a collegial culture of mutual respect throughout the firm; and it enhances our lawyers' ability to represent clients in the real world of judges, jurors and the legal system as a whole.

Diversity Committee. Arent Fox has a Diversity Committee, which is led by the firm's chairman, Marc Fleischaker, and includes many members of our senior management team. The primary goals of the Diversity Committee are to recruit, retain and promote lawyers of color, women and LGBT lawyers, and to ensure that adequate firm resources are directed to their training, mentoring, coaching and business development. To support these initiatives, Arent Fox has a strong professional development program.

Diversity Scholarship. Each year we award a Diversity Scholarship to three minority first-year law students, each of whom receives \$15,000 as well as a position in the firm's summer program. In 2009, the firm awarded scholarships to students from Emory University School of Law, the University of California, Los Angeles (UCLA) School of Law, and the University of Minnesota School of Law. The Diversity Committee has annually recognized several finalists as well. The scholarship program was developed in 2006.

Recruiting Initiatives. Law students of color and LGBT students represent 50 percent of the four most recent summer associate classes (2006-2009). In addition, approximately 27 percent of our 2008 lateral associate hires are diverse lawyers as well as 46 percent of the incoming fall class. Recent diversity sponsorships include the National and Regional Black Law Students Association and the Minority Corporate Counsel Association.

Gender and Leadership. Arent Fox is also committed to advancing women into leadership roles. Female partners serve as practice leaders and on the executive committee as well as on the member compensation, associate evaluation, professional development, pro bono and employment committees. Approximately 37 percent of Arent Fox attorneys are women, and 25 percent of partners are women, exceeding the national average of 17 percent. Since 2006, 57 percent of attorneys promoted to partner firmwide were women. In 2008 and 2009, Arent Fox was named by *Working Mother* magazine as one of the 50 Best Law Firms for Women.

LGBT Initiative. Arent Fox welcomes and supports its lesbian, gay, bisexual and transgender attorneys, staff and clients. Our firmwide LGBT meets regularly to review firm policy, plan professional development events, and discuss pro bono and other charitable-giving opportunities. We partner with numerous LGBT community organizations, including Lambda Law and Lavender Law, and our attorneys and staff have participated in numerous cases advancing equality for LGBT people and their families. Arent Fox received a perfect score of 100 percent in the 2009 and 2010 Corporate Equality Index by the Human Rights Campaign.

Rankings. Vault has consistently ranked Arent Fox in the Top 20 for efforts to increase and support diversity. Recent notable Vault rankings include No. 2 for best law firms for diversity, No. 2 for diversity for women, No. 2 for diversity for gay, lesbian, bisexual and transgender, and No. 4 for diversity for minorities.