

Diversity and Inclusion

Diversity and inclusion are top priorities at Dentons. We are committed to being a leader in supporting, promoting and retaining women and diverse lawyers.

Key initiatives



Sponsorship Program

The Emerge Sponsorship Program advances high-potential diverse lawyers into partnership and leadership. The 18-month program pairs sponsors and protégés from across the US who work together to pursue opportunities for business development and for personal and professional growth. Participants conduct individual and teaming assessments, sponsorship training, career planning and business development coaching.



Speaker Series

Dentons regularly holds engaging presentations and discussions with diversity leaders. These forums celebrate our differences, enhance the quality of life for our colleagues and strengthen what we can accomplish as a Firm.



Mansfield Rule

Dentons US achieved Mansfield Rule Certification Plus for 2019 and 2020. Certified Plus status indicates that we considered at least 30 percent women and minorities for leadership positions and senior level recruiting over the year and we have achieved representation of at least 30 percent women and minorities in a large number of our key leadership roles and with lateral hires. Dentons has achieved Mansfield Certification for three consecutive years and is committed to participate in the next round of certification, Mansfield 4.0.



Leadership Council on Legal Diversity

Dentons annually sponsors diverse lawyers to participate in the elite career development Fellow and Pathfinder programs designed by the Leadership Council on Legal Diversity (LCLD). Dentons also participates annually in the LCLD Scholars Program for Illinois law students. Dentons senior counsel Rick Palmore is LCLD's founding chair and an emeritus board member.



Named one of the Best Places to Work in the Human Rights Campaign Foundation's Corporate Equality Index for nine consecutive years



Named one of *Working Mother* magazine's Best Law Firms for Women for three consecutive years



Named a Top Performer by the Leadership Council on Legal Diversity for four consecutive years



Achieved Mansfield Certification for three consecutive years and Mansfield Rule Certification Plus in 2019 and 2020



Named Most Innovative International Firm at *Euromoney's* Americas Women in Business Law Awards for two consecutive years



Received the Tipping the Scales award from the Diversity and Flexibility Alliance in 2019 for having 50 percent or more women in our 2019 partner class



Named a Best Law Firm for Minority Attorneys by *Law360* in 2019



Named a Top 100 Law Firm for Women by *WomenInc.* magazine in 2019

WomenLEAD

WomenLEAD (Leadership, Entrepreneurship, Advancement and Development) empowers and supports Dentons women through networking opportunities, training initiatives, business and client development events and strategic partnerships. Our US WomenLEAD Committee, as well as local WomenLEAD Committees in offices around the country, organize a wide variety of programs every year.

WomenLEAD spearheads Preparing for Rain, an annual program dedicated to helping women lawyers hone their rainmaking skills. Monthly events guide women lawyers through their “five-year moment”—the years immediately preceding and following promotion to partner—by addressing systemic and individual barriers to business development success often faced during this time. More than 60 participants have completed the program since it was launched in 2017.

To commemorate International Women’s Day, WomenLEAD hosts programs that celebrate women’s achievements while motivating colleagues to think and act more gender-inclusively.

Our annual WomenLEAD Excellence Award recognizes lawyers and professionals who go the extra mile to aid and advance women in the workplace.

Affinity Groups

Affinity Groups help advance and foster an inclusive Firm culture by supporting the professional advancement of diverse members through networking, training and business development initiatives. They are also open to allies who want to support our diverse lawyers.

Our current Affinity Groups are:

- Asian, South Asian, Pacific-American Professionals (ASAPP)
- Black Professional Alliance
- Differently Abled
- GLOW
- Hispanic/Latinx Organization for Leadership and Advancement (HOLA)
- Native American Affinity Group
- Parents and Carers

KEY CONTACTS



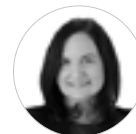
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CSBrand-11819-Lateral-Hiring-Handout-Diversity-Inclusion-30 — 08/03/2021