

# Measuring our commitment to Inclusion & Diversity

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## Dentons global coverage



**81**  
countries



**204**  
locations



**20,000+**  
people

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## DIVERSITY

**44%**

of lawyers in 2020 are women

**52%**

of lawyer hires globally in 2020 were women

**30%**

of the firm's newly elected partners in 2020 were women

**85**

The number of women Global Practice and Sector Leaders in 2020

**57%**

of director and manager hires globally in last 12 months were women

**100%**

of regions have women on their leadership teams

**46%**

of our 2020-21 Senior Development Program participants are women

**25%**

of Regional Board members are women

**25%**

of Global Board members are women

**800+**

members (including allies). Dentons' Global LGBT+ Network is a firmwide group for lesbian, gay, bisexual, trans, nonbinary, queer and questioning colleagues, as well as their allies



**59%**

of trainee and student hires globally in 2020 were women.

**58%**

of all cross-regional assignees in 2019 were women

**26**

Mental Health First Aiders (16 in the UK and 10 in Australia)

**80+**

languages spoken

## INCLUSION



**The Big Inclusion Project**

In 2019, we launched The Big Inclusion Project, designed to accelerate the inclusion agenda at Dentons and leverage the power of our people to build ready-to-implement, relevant equity, inclusion and diversity solutions aligned with our business objectives. People from across Dentons working in all functions, at all levels and all Regions were invited to join teams and participate in a 10-week acceleration program to work on an equity, inclusion and diversity proposal and implementation plan.

In 2020, we delivered on the themes coming out of our teams' 22 implementation plans, categorizing them into 4 workstreams focusing on Flex, Connect, Grow and Lead. Through these workstreams we implemented a Global Agile Working toolkit; we supported the personal and professional development of all our people through our weekly NextTalent: Live programming; we revised our Global Mobility Policies from an inclusion and diversity lens and developed complementary practice guides; and we made 2020 Dentons' Year of the Ally as we continued on our journey toward individual and collective ownership of the equity, inclusion and diversity agenda.

## Key facts

**68**

Offices involved

**22**

Implementation plans

## 4 Workstreams

Flex, Connect, Grow, Lead

**225**

Participants

**12**

Global Board Members engaged

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Dentons was named Small Employer of the Year at Australian Workplace Equality Index Awards 2020 for our work around LGBT inclusion



In 2021 Dentons was named Top-Ranked Global Firm and also received the overall Excellence Award for LGBTI inclusion at the Australian Lawyers Weekly Champions of Pride Awards 2021.



Dentons placed in the top 25 in Law360's 2020 Glass Ceiling Report, which ranks the top firms based on their percentage of female lawyers and female equity partners.



Dentons was one of only 17 organizations to be named a Stonewall Top Global Employer in 2020.



In 2021, Dentons Canada and Dentons Kensington Swan in New Zealand were shortlisted for Outstanding Law Firm for D&I at the Chambers Diversity and Inclusion Awards North America and Asia-Pacific, respectively. In 2020, Dentons Latin America & the Caribbean, Dentons US and Dentons Canada were all shortlisted for Outstanding Law Firm for D&I at the Chambers Diversity and Inclusion Awards Latin America and North America, respectively.



Law360's 2020 Diversity Snapshot ranked Dentons 19th overall, 13th for number of equity partners of color, sixth for promotions of partner of color and 13th for lawyers of color represented on the executive committee. The annual report ranks the top 30 law firms with more than 600 lawyers on key metrics of diversity and inclusion.



Dentons US is a founding member of the Law Firm Anti-Racism Alliance, a coalition between the private bar and legal services organizations to amplify the voices of communities and individuals oppressed by racism and promote racial equity in the law. The Dentons US CEO serves as a member of LFAA's Advisory Board and our Pro Bono Partner serves as secretary of the Board, highlighting their personal commitment, and the Firm's, to action on anti-racism.



Dentons won seven awards and was shortlisted in 16 categories for the 2020 Euromoney LMG Women in Business Law Awards. The awards recognize law firms which are taking a leading role in advancing diversity and inclusion in the legal profession in Europe. They also recognize the top women lawyers providing exemplary services and driving success for their practices.



Dentons Canada has committed to the BlackNorth Initiative Law Firm Pledge, which is designed to make changes in the legal industry with concrete, measurable actions to create a more inclusive legal industry.



Dentons is the first global firm with Level 1 Broad-Based Black Economic Empowerment status



Dentons Business Services EMEA (DBSE), the Firm's shared services center in Warsaw, won the Business Leader Award for the most Vibrant Workplace at the ABSL Diamonds Awards 2020.



Dentons UKIME actively participates in the 30% Club and our partners serve on the Steering Committee that founded the MENA Chapter of the 30% Club.



Dentons US achieved Mansfield Certified Plus status for 2020. This is the Firm's third consecutive year sustaining Mansfield Rule Certification, and second straight year earning Mansfield Certification Plus Status.



Dentons has been recognized as a Best Place to Work on the Human Rights Campaign Foundation's Corporate Equality Index for nine consecutive years (2012-2021). The national benchmarking tool has recognized the Firm as one of the "Best Places to Work for LGBTQ Equality."



Since 2019, Dentons UKIME has been a signatory of the Mindful Business Charter, actively working with client signatories of the Charter to develop collaborative opportunities to promote mindful working practices as part of a shared agenda on mental health and wellbeing.



Dentons UKIME is a founding member of Aspiring Solicitors, an organization set up to increase diversity in the legal profession by providing increased access, enhanced opportunity and assistance to aspiring solicitors from underrepresented groups to support their entry into the profession.



Dentons has been recognized as one of Canada's Best Diversity Employers for 11 consecutive years for the Firm's exceptional workplace diversity and inclusion programs. Dentons is the only law firm in Canada to achieve this tenure of recognition.



Elliott Portnoy, Global Chief Executive Officer of Dentons, is a member of the Board of Directors of Catalyst, a global nonprofit working with some of the world's most influential business leaders and companies committed to advancing and progressing women in the workplace



Dentons won Standout Firm For Diversity at the Financial Times' Innovative Lawyers Europe Awards 2020.



LCLD Compass Award designee (2020) and Top Performer for five consecutive years



Dentons US received the "Tipping the Scales" award by the Diversity & Flexibility Alliance for having 50% or more women in the 2019 new partner class.



Dentons was named employer of choice for Gender Equality Agency (WGEA) for the past two years. The citation places Dentons among just a few organisations in Australia to be recognised for making tangible progress towards creating a workplace that provides equal opportunity for women and men.



Dentons was recognized as one of Canada's Top Employers for Young People for the fourth time in 2021, reinforcing the important role young professionals play in supporting Dentons' forward-thinking culture and vision to be an employer of choice.