

Measuring our commitment to Inclusion & Diversity

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Dentons global coverage



77
countries



189
locations



19,000+
people

*

DIVERSITY

43%

of lawyers in 2019 are women

51%

of lawyer hires globally in last 12 months were women

48%

of the firm's newly elected partners in 2019 were women

89

The number of women Global Practice and Sector Leaders has increased from 74 in 2018 to 89 in 2019

57%

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

100%

of regions have women on their leadership teams

45%

of our 2019 Senior Development Program participants are women

55%

of trainee and student hires globally in 2019 YTD were women

21%

of Regional Board members are women

25%

of Global Board members are women

58%

of all cross-regional assignees in 2019 were women

700+

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



26

Mental Health First Aiders (15 in the UK and 10 in Australia)

80+

languages spoken

INCLUSION



The Big Inclusion Project

Building on the The Big Inclusion Conversation, in May 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 inclusion and diversity solutions aligned with our business objectives. People from across Dentons working in all functions, at all levels and across our entire global platform were invited to register to join teams and participate in a 10-week acceleration program to work on an inclusion and diversity proposal and implementation plan for their proposed solution. All Teams produced a short video outlining their solution which was shared with the entire Firm.

Key facts

225

Participants

12

Global Board Members

22

Implementation plans

68

Offices involved

15 000+

Summary video page views

2 000+

Video likes

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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



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



Dentons was once again ranked as a Stonewall Top Global Employer in 2020, one of only 17 organizations to be named as such.



In 2019 Dentons has been ranked 41 by Number of Female Partners - The Lawyer Global 200



Dentons is proud to be featured as a leading organization within Canada in McKinsey & Company's 2019 Women Matter report



In 2020, Dentons US and Canada were shortlisted for Outstanding Firm for Furthering Diversity & Inclusion at the Chambers Diversity and Inclusion Awards in North America. In 2019, Dentons was shortlisted for Outstanding Firm for Furthering Diversity and Inclusion at the Chambers Diversity and Inclusion Awards Europe 2019 and for Most Pioneering Firm for Gender Diversity at the Chambers Diversity and Inclusion Awards in Latin America.



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 new coalition leveraging the resources of the private bar in partnership with legal services organizations to amplify the voices of communities and individuals oppressed by racism, to better use the law as a vehicle for change that benefits communities of color and to promote racial equity in the law.



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 has been named as an Employer of Choice for Gender Equality (EOCGE) for the first time by the Workplace Gender Equality Agency (WGEA); an Australian Government statutory agency charged with promoting and improving gender equality in Australian workplaces.



Dentons was once again named one of Canada's Top Employers for Young People in 2020. This designation recognizes the employers that offer the nation's best workplaces and programs for young people just starting their careers. The employers on this list are Canada's leaders in attracting and retaining younger employees to their organizations.



For 10 consecutive years, Dentons has been named one of Canada's Best Diversity Employers. Canada's Best Diversity Employers recognizes employers across Canada that have exceptional workplace diversity and inclusiveness programs which support women; members of visible minorities; Persons with disabilities; Indigenous peoples; and the LGBT community.



Dentons' Middle East team has been highly commended in the Diversity Initiative of the Year category. Sayyidaat Dentons is our professional women's network for the Middle East region



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 earned a perfect score on the Human Rights Campaign Foundation's (HRC) 2020 Corporate Equality index (CEI) for the eighth consecutive year. The national benchmarking tool has recognized the Firm as one of the "Best Places to Work for LGBTQ Equality."



Elliott Portnoy, Global Chief Executive Officer of Dentons, has joined 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



In 2018 Dentons US joined the CEO Action for Diversity & Inclusion. Dentons represents one of only 30 professional services companies



Dentons Canada has committed to the BlackNorth Initiative Law Firm Pledge, which is designed to make change 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' UK LGBT+ network, GLOW UK, has been recognized as a Highly Commended Network Group



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.