

Inclusion and diversity: at the core of our practice

Overview

Global statement on Inclusion and Diversity

At Dentons, we believe that inclusion and diversity are essential to the success and strength of our Firm and the quality of our advice to, and representation of, our clients. We are committed to providing a flexible environment where everyone respects, supports and learns from our collective skills, talents and differences. By attracting, supporting, promoting and retaining individuals from all backgrounds, inclusive of race, ethnicity, faith, religion or spiritual beliefs, gender, gender identity, age, sexual orientation, abilities, social perspective and other characteristics, we create a dynamic and inclusive work environment that is critical to our success.

Through our Global Inclusion and Diversity Leadership Council and Inclusion Advisory Council, we are working to support inclusion and create a workplace that reflects the environment in which we and our globally diverse clients operate. We measure success not just in how we run Dentons but how we service our clients. This effort requires ongoing focus to ensure that every member of Dentons, along with our clients across the globe can grow and succeed.

In all our offices around the world, Dentons is committed to promoting the rich and diverse culture of the Firm, positively impacting our local communities and better serving our clients.

Inclusion & Diversity at Dentons. The time for action and courage is now. Today, tomorrow and until this is a different world.

See our Global CEO's open letter on the importance of inclusion and diversity, [here](#).

Dentons' **commitment to inclusion and diversity is truly global**. For more information on our relevant global initiatives, please see [here](#).



We are committed to tracking our progress on inclusion and diversity. For a global snapshot of our Firm's inclusion and diversity statistics, and some awards and accolades we have achieved, please see [here](#).



Year of the Ally



Back in January, we designated **2020 the Year of the Ally** at Dentons. This has been a global initiative, where throughout the course of the year, we are empowering our people to hone their allyship skills and work together to create change. We do this by creating and hosting relevant webinars, conceptualizing and promoting interactive internal campaigns, and facilitating cross-region resource-sharing via our online, internal Allies Hub. Our Global Allyship Training has been a highlight initiative of Year of the Ally. Consisting of a four-part webinar training series, each of our Global Allyship Training sessions occur at multiple times to be inclusive of time zones, feature senior leaders sharing their personal stories and encourage

participant interaction through the use of breakout rooms and Q&As. To learn more about 2020 Year of the Ally at Dentons, please see here.

The Big Inclusion Project

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Building on our Big Inclusion Conversation in 2018—an online, facilitated 72 hour discussion, which engaged all our people globally—in 2019 we launched The Big Inclusion Project 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 Firm were invited 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 on how to make the Firm a more inclusive place. All teams' videos were shared with the entire Firm, and our people were asked to vote on which proposals they felt were the most innovative, impactful and actionable. We had 225 of our people participate, from 68 different offices, with 12 Global Board Members assisting. The proposals coming out of the Big Inclusion Project helped to inform our 2020 priorities and actionable plans for driving inclusion in the Firm which we are implementing at a Global level. Watch the video above to learn more.

Gender Equality & Women's Advancement

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Watch our senior leaders from all over the world express their commitment to creating a gender equal workplace, and world. At Dentons, we are one for all, all for one and each for equal.

LGBT+ Equality & Inclusion

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Watch our video on LGBT+ allyship, in commemoration of Pride 2020 and Dentons' annual Global Pride Day. At Dentons, we want each and every one of our people to feel comfortable bringing their authentic selves to work. We are proud to support our LGBT+ colleagues and wider community.