



**DIVERSITY &
INCLUSION**
Duane Morris LLP

*JOIN THE
CONVERSATION*

Duane Morris manages its diversity and inclusion program with the objective of utilizing the best talent worldwide in solving legal problems.

MANSFIELD CERTIFICATION PLUS



Mansfield Rule
Certified Plus 2023-2024
Presented by DIVERSITYLAB

Duane Morris has attained Mansfield Certification Plus status in 2024 for the fourth consecutive year. The goal

of the Mansfield Rule is to ensure that all talent has a fair opportunity to be considered for advancement into leadership. We are proud of our efforts to boost inclusivity, access, and transparency in advancement processes and leadership roles.

DIVERSITY AND INCLUSION RETREAT

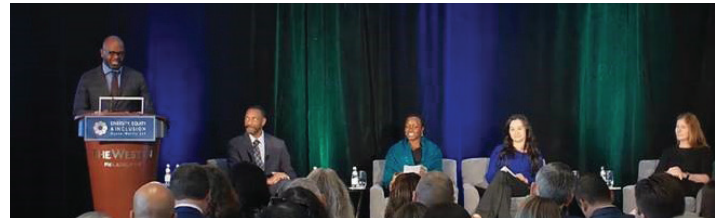
Each spring, attorneys, firm leadership and guests from across the country attend the annual Duane Morris Diversity and Inclusion Retreat to share their experiences at the firm and delve into topics including retention, marketing and business development strategies. These retreats are open to all attorneys and are one of many educational events offered to our attorneys throughout the year. **Christina M. Francis**, President, Magic Johnson Enterprises; **Ted Kennedy, Jr.**, Immediate Past Chair, American Association of People with Disabilities; and **Michele Coleman Mayes**, Vice President, General Counsel and Secretary, The New York Public Library are just some of our many distinguished guest speakers.



GEORGE B. VASHON LECTURE SERIES

In conjunction with the retreat, Duane Morris holds its annual George B. Vashon Lecture, which honors the life of George B. Vashon by exploring issues of justice and fairness. Mr. Vashon was a noted 19th century African American legal scholar and abolitionist, who twice sought admission to practice law in Allegheny County, Pennsylvania, but was rejected in both cases because of his race. In October 2010, after Mr. Vashon's great-grandson, Duane Morris' former partner and Chief Diversity and Inclusion Officer Nolan N. Atkinson Jr. and others petitioned the Pennsylvania Supreme Court, Mr. Vashon was admitted posthumously to the bar

of the courts of the commonwealth of Pennsylvania. Recent Vashon Lecture guests have included: **Suzanne Malveaux**, CEO, Malveaux Global Media (MGM), former CNN Anchor and White House Correspondent; **Antony Haynes**, Associate Dean, Albany Law School; **Terrie-Lynne Devonish**, Chief Legal Officer & Corporate Secretary, Altus Group; and **Bridget McCormack**, President & CEO, The American Arbitration Association.



CHAMBERS AND PARTNERS' INAUGURAL LIFETIME ACHIEVEMENT AWARD: DIVERSITY & EQUALITY

Duane Morris Trial Partner and Chief Diversity and Inclusion Officer Joseph K. West is the inaugural recipient of Chambers and Partners' Lifetime Achievement Award: Diversity & Equality. He was selected for his commitment to furthering the advancement of diversity and inclusion.

DUANE MORRIS D&I 360 WITH JOE WEST PODCAST

The Duane Morris D&I 360 podcast, hosted by Partner and Chief Diversity and Inclusion Officer Joseph K. West, features candid conversations with legal and business leaders on the issues and challenges in our collective efforts to advance diversity and inclusion.



DIVERSITY AND INCLUSION CONSULTING PRACTICE

With our well-developed toolkit and years of experience in this field, along with the firsthand knowledge gained from our own development of a successful diversity and inclusion program, Duane Morris can assist your organization in creating and sustaining a program that allows your organization to derive the benefits of diversity and inclusion.

EMPLOYEE RESOURCE GROUPS

Duane Morris has employee resource groups (ERGs) to further create a positive, supportive and inclusive culture for our colleagues. All of our lawyers and staff are able to participate in high quality educational programming and professional development opportunities, including through voluntary participation in our employee resource group initiatives. For example, our staff groups and attorney groups (Asian Americans, Black/African Americans, Foreign Born, Hispanic/Latinos, DM Pride (LGBTQ), People with Disabilities and Neurodiversity) help build a sense of community and belonging, foster mentoring relationships, create client development opportunities and host speakers and events throughout the year.



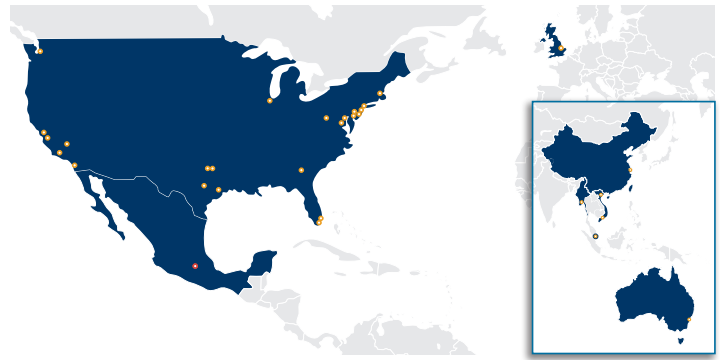
EVENTS AND THOUGHT LEADERSHIP

- ▶ Pride Month celebrations with **Nancy Kates**, **Stacey Stevenson**, **CA State Senator Toni G. Atkins**, former **CA State Senator Christine Kehoe** and **San Diego Mayor Todd Gloria**
- ▶ Juneteenth celebrations with **Robert Raben**, **Wendell Pierce**, **Lucy McBath** and **Laurence Fishburne**
- ▶ Asian Pacific American Heritage Month Celebration: A Conversation with **Congressman Andy Kim** and **Journalist Nydia Han**
- ▶ Women of Color Lawyers: From Being Perceived as Meek, Mad or Moody to Becoming Mighty Leaders
- ▶ Black History Month programs with **Will Calhoun**, renowned drummer of Living Colour, **Dr. Derek Robinson**, Emergency Medicine Physician and **Tilewa Otunba Nwaeze**, Director at Vynamic
- ▶ Hispanic Heritage Month Celebration: How Latino Entrepreneurs Are Succeeding in and Changing the U.S. Culinary Scene
- ▶ Events with guests such as Civil Rights Movement legend **Fred Gray, Esq.**, and **Bruce Jackson**, Associate General Counsel, Microsoft
- ▶ The Past, Present and Future of Diversity, Equity and Inclusion Through the Eyes of Our Pioneers
- ▶ Black Lawyers in America: A National Town Hall Series

STRATEGIC ALLIANCES



OFFICE LOCATIONS & REACH



UNITED STATES

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Houston Silicon Valley
Las Vegas Washington, D.C.
Los Angeles Wilmington

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Ho Chi Minh City Singapore
London Sydney
Myanmar

- > Also satellite offices, including Bangor and Portland, Maine; Berwyn, Pennsylvania; and Seattle, Washington
- > Alliances in Mexico and throughout Latin America
- > Leadership position with international network of independent law firms

FOR MORE INFORMATION, PLEASE CONTACT:



JOSEPH K. WEST

Partner and Chief Diversity and Inclusion Officer

202.776.7806 | jkwest@duanemorris.com
901 New York Avenue N.W., Suite 700 East
Washington, D.C. 20001



UMICA A. ANDERSON-HOWARD

Diversity and Inclusion Manager and Office Manager

713.402.3902 | uahoward@duanemorris.com
1300 Post Oak Boulevard, Suite 1500
Houston, TX 77056

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