

Inclusion, Equity & Diversity

**Baker
McKenzie.**

At Baker McKenzie, we multiply our impact through ID&E — creating outcomes for our **clients**, better experiences for our **people**, and driving sustainable change in our **industry**. Through our coordinated initiatives, investments and collaborations across 45 countries, we strive to embed ID&E in all we do.

Three principles guide ID&E at BakerMcKenzie

- **Leadership.** Our commitment comes from the top and it is also lived by our people, who champion ID&E efforts across the globe
- **Accountability.** We focus on Firm-wide and individual accountability for ID&E. We are passionate about progress, and regularly measure status against our industry leading ID&E targets
- **Humility.** While we continuously refine, innovate and build on best practices, we know there is more to do. We achieve more and multiply our impact when we collaborate with clients and peers



Snapshot of our Global ID&E Initiatives and Commitment

Collaboration with Clients

Through collaboration, we deepen the dialogue, share best practices, develop talent and make an impact. We regularly partner with our clients and support worldwide industry and community organizations to build a more inclusive legal profession.

We welcome the opportunity to discuss partnering opportunities with you, to include: [Mentorship Exchange](#), [Best Practice Sharing Sessions](#), [Joint Continuing Education Programs](#), and participation in our [US/Canada I&D Client Summer Scholars Program](#), among others.

Global Policies and Code of Conduct

- **Code** focuses on ID&E stating discrimination, harassment and bullying are unacceptable
- **Master Services Agreement** for all suppliers includes compliance with the Code's principles
- **PointOne** Workplace Safety, Respect and Inclusion Initiative reinforces the Code and sets clear structure for raising and effectively responding to concerns

Gender ID&E

- **Global Targets by July 2025:** Global targets for partners and leadership of 40% women, 40% men and 20% flexible (women, men or non-binary persons)
- **Leaders Investing For Tomorrow (LIFT) Sponsorship Initiative** and **RISE Mentorship Initiative** to support leadership development and advancement
- Signatory to the **UN Women's Empowerment Principles** and **Gender & Diversity KPI Alliance**

LGBTQ+ ID&E

- Policies provide for **LGBTQ+ equality and inclusion in all of our offices** regardless of jurisdiction
- **Gender Identity and Affirmation Guidelines** in NA, Australia, Belfast and London outlines protections for transgender, gender non-conforming and non-binary employees and reflects global best practices
- **Global BakerPride+Allies Business Resource Group** brings together professionals from around the globe to advance LGBTQ+ inclusion

Race & Ethnicity ID&E

- **Targets by July 2025: US/Canada** minimum targets for racial and ethnic minorities: 15% equity partners; 20% non-equity partners and 15% leadership; **London:** 14% Black, Asian and other ethnic minority groups represented at every level
- **Lawyers of Color Conference** focused on connection, empowerment and action
- **Anti-racism and allyship education** to foster inclusion and develop a culture of learning and accountability
- **Sponsorship and mentoring initiatives including** affiliate mentoring, sponsorship programs and development circles
- Signatory to **Race at Work Charter**, **Race Fairness Commitment** and **Law Firm Alliance on Antiracism**

Advancing Equity and Accessibility

Through additional initiatives focused on:

- Global **socio-economic diversity**
- Global **disability and accessibility**
- Supporting health and **wellbeing**
- Advancing **equitable recruitment** practices

Progress indicators

We measure our progress against targets every six months

- 33%** of 2022 US Principal Promotions were women
- 35%** of US Partners are women
- 40%+** of associates are from underrepresented racial and ethnic groups in US

Market recognition

- Mansfield Plus Certification, Diversity Lab
- Merck: Legal Network DI&E Award
- Accenture Outside Counsel Diversity Award
- Stonewall, Top Global Employers (Gold)
- Chambers North America, Outstanding Firm for Diversity & Inclusion
- Chambers Europe, Outstanding Firm for Diversity & Inclusion (Istanbul)
- Euromoney Women in Business Law Awards Firm of the Year
- Human Rights Campaign - Best Places to Work for LGBTQ+ Equality (US, Mexico)
- Seramount Best Law Firms for Women
- Top 10, UK Social Mobility Employer Index

#WeAreNotNeutral.