

## An authentic commitment to inclusion and diversity

Baker McKenzie has a strong commitment to recruiting a diverse pool of talent and creating an inclusive environment where people are able to reach their fullest potential. We believe diversity makes us stronger, and better placed to serve the communities in which we work. As such, Diversity forms a core part of our strategy, both in London and across the firm globally.

We are extremely proud that, in a recent office survey, 98% of our people agreed with the statement "*This Firm values diversity in it's workforce*".

## A recognised trail blazer when it comes to inclusion and diversity

Baker McKenzie are incredibly proud of the recognition our diversity commitments have received. The Firm ranks 7th in **Stonewall's Workplace Equality Index** and is recognised as one of **Stonewall's Top Global Employers**. We rank 11th in the **UK Social Mobility Employer Index** and have been named a **Social Mobility Business Compact Champion**. As **Contextual Recruitment Pioneers** we became one of the first employers in any industry to commit to using Rare's Contextual Recruitment System and our **commitment to race and ethnicity** spanning over a decade has been recognised via the FT's Innovative Lawyer Awards.

## Our commitments

Baker McKenzie have taken a number of tangible steps towards attracting, supporting, developing and retaining a diverse workforce. These steps include (but are not limited to):

- Baker McKenzie became one of the first UK law firms to demonstrate a strong focus on social mobility in the early 2000's; we were one of the first organisations in the country to adopt **name blind CVs** in 2007 and in 2015 we were one of the first employers in any industry to commit to using **Rare's Contextual Recruitment system**.
- The Firm introduced **Global Aspirational Targets for gender** in 2012. The targets (40% Junior Equity Partners, 30% Equity Partners, 30% Leadership roles) are among the highest gender targets in the legal industry. In 2017, 40% those promoted to partnership globally were women. In London, this figure sat at 60%.
- Baker McKenzie's **Global LGBT+ Policy** sets out a zero tolerance approach to any form of bullying or harassment based on sexual orientation or gender identity and expression. This policy applies across all Baker McKenzie offices worldwide. The Firm has adopted a **"not neutral" stance toward LGBT+ equality** globally and we have been proud to support a broad range of campaigns and pro bono initiatives focused on improving the lives and rights of LGBT+ people worldwide.
- In 2017, Baker McKenzie introduced **Transitioning at Work** Guidelines in the UK and North America.
- The London office has **focused on race and ethnicity for over a decade**. Over 15% Associates identify as being from an ethnic minority group. For Junior Associates, this figure sits at 30% (as July 2017).
- Our diversity statistics are **publicly available**.

**We'd love you to get involved:** The perspectives, energy and experiences of our people have proved critical in shaping our approach to inclusion and diversity. Our five diversity networks, open to all, provide colleagues with an opportunity to become meaningfully involved in developing and driving our diversity initiatives and programmes. Whether you would like to make an active contribution to our working environment and wider community, broaden your network or simply demonstrate your support of our diversity commitments, all are welcome! Our networks range in size from 75 to 350. Each network meets quarterly to discuss objectives and strategy as well as to seek input into forthcoming initiatives. We arrange regular network and cross network events which are actively promoted to all staff.

**You do not need to be from a minority group to join one of our staff networks** - all we ask is that you share our commitment to inclusion and diversity and that you respect the perspectives and experiences of others. To join any of our networks, or to find out more, contact [Diversity.London@BakerMcKenzie.com](mailto:Diversity.London@BakerMcKenzie.com).

Read more about our diversity networks overleaf.

## Help to shape our inclusive environment: Diversity Networks

**BakerEthnicity** was the Firm's very first diversity staff network. The group formed in 2006 with an initial focus on increasing the diversity of our trainee population. Today, the group has four distinct sub groups focusing on creating an inclusive multicultural community; career development; client and community engagement and recruitment.

BakerEthnicity holds office wide celebratory events twice each year (with previous events focused around Diwali, Carnival and Chinese New Year), in addition to more regular smaller scale sessions aimed at celebrating diversity and educating colleagues. We are proud sponsors of the Black British Business Awards and the BLD Foundation. We are actively involved in a range of external groups and forum including NOTICED and TNON.

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**BakerLGBT/Allies** is the Firm's largest diversity network, with membership comprising over one third of our London office. The network has focused on ensuring we provide an environment where all LGBT+ colleagues feel able to be themselves at work. This has included developing an extensive and visible Allies network, marking and celebrating notable dates on the LGBT+ calendar and regularly reviewing policy: ensuring all existing people policies are inclusive of same sex couples and diverse gender identity and expression, including non-binary identities as well as supporting the development of specific policies and supporting material including our Transitioning at Work guidelines.

All members of our BakerLGBT/Allies network are given a rainbow lanyard and coffee cup to make a visible statement of support of LGBT+ inclusion. You can collect your lanyard from Facilities or from the Inclusion & Diversity team.

We have developed a strong relationship with a number of community groups ranging from the London Gay Men's Chorus and the Albert Kennedy Trust through to Stonewall, Just Like Us and AllAboutTrans.

Anyone can join BakerLGBT/Allies of any orientation or gender identity or expression. We also have a closed, private group specifically for LGBT+ colleagues which provides internal networking and development opportunities as well as access to external LGBT+ networks. If you would like to join our closed LGBT+ group, please contact Justine Thompson ([Justine.Thompson@bakermckenzie.com](mailto:Justine.Thompson@bakermckenzie.com)).

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**BakerOpportunity** focuses on social mobility and has grown into one of the Firm's most active staff networks. The network has helped to develop and support a number of programmes and initiatives aimed at increasing accessibility to the legal profession to those from less privileged backgrounds.

BakerOpportunity has developed student engagement initiatives via direct relationships with sixth form colleges in Luton, Essex and London. We have focused specifically on engaging with schools and colleges in social mobility cold spots or those with very little employer engagement.

BakerOpportunity's Back to School volunteer day scheme enables state educated staff to use a paid volunteer day to return to their former school or sixth form college and the network is currently collaborating with our BakerLGBT/Allies network to support school engagement scheme with charity Just Like Us. The BakerOpportunity network also support the Firm's PRIME and Career Ready work experience programmes.

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**BakerWellbeing** has supported a range of initiatives focused on disability, mental health and cancer. The network has driven the firm's *This is Me in the City* campaign, an initiative focused on reducing the stigma associated with mental health. As part of the scheme, over 20 individuals across the London office have shared their first hand experience of Mental Health.

BakerWellbeing introduced a Cancer Support Group which aims to support those affected by Cancer. A key achievement of the group was a stem cell donor recruitment drive through blood cancer charity DKMS, which has resulted in over 200 London office staff joining the stem cell donor register.

BakerWellbeing prompted the introduction of Mental Resilience training delivered by Clinical Psychologist Bill Mitchell. This training is available to all staff through our Learning & Development curriculum.

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**BakerWomen** works to support the Firm's progress towards our Global Aspirational Targets for gender. The network has supported a range of programmes aimed at developing and supporting female talent including mentoring circles, cross firm mentoring and our senior female peer network.

The network itself focuses on the engagement of all genders. We have actively increased the diversity of BakerWomen through internal networking sessions open to all and via our HeForShe campaign, which is now supported by over 70% male partners in the London office.

The network introduced the firm's relationship with UN Women in the UK and has actively shaped and participated in 30% Club events and forums.