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DIVERSITY AND INCLUSION HIGHLIGHTS

GIBSON DUNN



Gibson Dunn believes that diversity and inclusion are more than a moral necessity – they are essential to our continued success as one of the leading law firms in the world. Gibson Dunn has been focused on diversity and inclusion for more than two decades and remains committed to building a workforce that reflects the communities in which we work and reside. We appreciate the opportunity to share more about Gibson Dunn’s diversity and inclusion efforts, including many programs we implemented in the prior year and plans for the future.

Women of Gibson Dunn Celebrates 10 Years

Gibson Dunn launched its “Women of Gibson Dunn” Initiative a decade ago to support the career progression of women lawyers at the Firm. As part of the overall program, the Firm also developed three initiatives dedicated specifically to supporting our women of color, LGBTQ+ women and women based in our Europe, Middle East and Asia (EMEA) offices. Our Women of Gibson Dunn initiative has achieved record-breaking success: over the past ten years, the number of women partners at the Firm has grown from 52 to 160. We are proud that more than 80 women have been promoted to partner internally and 60 lateral women partners have joined the Firm during this time. We are likewise proud to have women represented at all levels in senior leadership, including at the very top of the Firm with the 2021 election of Barbara Becker, Gibson Dunn’s first woman Chair and Managing Partner. Women make up 30% of the Firm’s Executive Committee and 40% of the Management Committee. In addition, 44% of the Partners-in-Charge of Gibson Dunn offices around the world are women, and 37 women partners serve as heads of our practice groups. These results reflect Gibson Dunn’s tireless commitment to advancing women at the Firm, and we are proud to enter the next decade of our Women of Gibson Dunn initiative with a continued focus on supporting women internally, along with a commitment to expand our efforts to uplift women in our communities beyond the Firm.

160

women partners

200%+

increase over the past decade

80

women partner promotions

60

women lateral partner hires



Diversity Programming & Affinity Group Spotlight

In 2023, Gibson Dunn hosted more than 350 programs and affinity group events in support of our diversity and inclusion efforts. In addition, the Firm sponsors 20 active local and firmwide affinity groups, including Asian, Black, Hispanic/Latino, Middle Eastern/North African, First Generation Professional, LGBTQ+, LGBTQ+ Women/Non-Binary, LGBTQ+ Allies, Veteran, Jewish, Muslim, Sabbath-Observant, Working Parent, EMEA Women, Women of Color and Real Estate Attorney of Color affinity groups. Our affinity groups are open to all. We are proud that these groups and programs offer our lawyers an opportunity to convene, connect and build community.

350+
programs

20
affinity groups

DEI Task Force

In this moment, as there are many fights happening around organizations' DEI efforts, Gibson Dunn proudly continues to move the needle forward through the work of our DEI Task Force. Although the U.S. Supreme Court's June 2023 decision to strike down affirmative-action programs addressed only college and university admissions and not private-sector employers, corporate diversity programs have since come under increased scrutiny. In July 2023, Gibson Dunn formed a Workplace DEI Task Force that brings to bear the Firm's expertise in DEI programs and labor and employment law along with several other relevant practices, to help our clients audit their own DEI programs, assess litigation risk, develop creative, practical and lawful approaches to accomplish their DEI objectives, and, where necessary, defend their programs in private litigation and government enforcement actions. Gibson Dunn is a market leader on these issues and is committed not only to supporting our clients in this space but also to sharing our research and expertise with the broader community via webinars and regularly published client alerts.



Supporting Diversity in our Communities

Beyond our work within the firm, we have also championed diversity and inclusion efforts in the communities where we all live and work. For example, we were on the front lines in landmark court cases that helped to define marriage equality in the United States, including our work to overturn California's Proposition 8. We have also taken very public stances on social justice issues—including condemnation of the rise in anti-Asian hate and anti-Semitic attacks—and launched a Racial Justice & Equity Initiative, which formalized our continued engagement in impact litigation to advance racial justice and equity. Hundreds of Gibson Dunn lawyers have spent **over 46,000 hours on pro bono matters** focused on racial justice since June 2020. We also donate millions of dollars to several different diverse causes and organizations.

Over the past year, the Firm has continued to take very public stances on social justice issues, including the condemnation of the rise in anti-Asian hate and anti-Semitic attacks to the fight against racial injustice. We are particularly proud of our involvement with The Alliance for Asian American Justice (“The Alliance”), a national pro bono initiative committed to standing up for victims of anti-Asian hate and preventing future acts of racialized violence. The Alliance is co-chaired by Gibson Dunn partner, Debra Wong Yang, who also serves on The Alliance’s Board of Directors. Gibson Dunn is joined by a group of Fortune 1000 General Counsel and over 100 law firms in this important effort. The Alliance is coordinating and driving law firm pro bono resources on behalf of victims to assist and support them in obtaining legal remedies. Our engagement in this space is one of many examples for how we champion diversity and inclusion not only in our firm or industry, but also in the communities in which we work and reside.

Awards and Recognition

Gibson Dunn is proud that our diversity and inclusion efforts have been recognized recently by leading industry organizations. We were honored to receive the Minority Corporate Counsel Association’s 2023 Thomas L. Sager Award, which is reserved for large law firms that champion a more diverse and inclusive workforce and have demonstrated a sustained commitment to improving the hiring, retention and promotion of diverse attorneys. In addition, our Black Advancement Initiative was a finalist for Best Diversity Initiative at this year’s American Lawyer Industry Awards. We also received Mansfield Rule Certification, which reflects our commitment to ensuring that all of our talent has a fair and equal opportunity to advance into leadership. We further qualified for MLT Black Equity at Work Certification in recognition of our efforts to make significant strides in advancing Black equity at the Firm. We also were honored once again as a Women in Law Empowerment Forum (WILEF) Gold Standard firm, an honor that we have received for many years now.

