

THE **RECORDER**



Innovation in Diversity and Inclusion Finalists: **GIBSON, DUNN & CRUTCHER**



Photo: Diego M. Radzinski/ALM

Please tell us about your diversity and inclusion initiative and the underlying problem that sparked the initiative.

In 2014, we launched our Women of Gibson Dunn Initiative with the goal of improving the career progression of our women lawyers at all levels of the Firm. At that time, we weren't satisfied with the promotion and attrition rates of women at the Firm. Within the span of 18 months after launching the initiative, we hosted four large-scale women's gatherings – an All Women's Retreat, Women Partners Retreat, a Women's Mid-Level Retreat and a European Women's Retreat. During that time, we launched

additional initiatives to support Women of Color, LGBTQ+ women and women based in our Europe, Middle East and Asia (EMEA) offices. I am proud of Gibson Dunn's commitment and progress thus far as well as the widespread support from management.

What are the measurable outcomes of the initiative?

This initiative achieved record-breaking success; the number of women partners at the Firm has grown from 52 to 159 since 2014. This growth is attributed to signifi-



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cant increases in the number of women in our partner promotion classes, which have consistently averaged 40-50% women, and the increase in women lateral partners. We are proud to have promoted 80 women and hired 60 lateral partners over the past 10 years.

We are equally 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 over 40% of the Management Committee. In addition, 43% of the partners-in-charge of Gibson Dunn offices around the world are women, and 42 women partners serve as heads across 37

practice groups.

What advice do you have for members of the legal industry looking to launch similar initiatives?

In this moment, as there are many fights happening around organizations' diversity and inclusion efforts, I would advise members of the legal industry to be thoughtful in their approach as they seek to launch similar initiatives. I also think many organizations already have a blueprint for success (whether in diversity or other areas such as a pro bono) that they can replicate without having to reinvent the wheel. Last, I recommend increasing engagement and expanding those who are involved in diversity and inclusion efforts.