

### THE 2024 NLJ AWARDS: PROFESSIONAL EXCELLENCE— DC DIVERSITY INITIATIVE OF THE YEAR

NOVEMBER 1, 2024

#### FINALIST: GIBSON, DUNN & CRUTCHER

■ **Describe your firm's key diversity initiatives.**

The Firm has been focused on DEI for more than two decades and is proud to mark the one-year anniversary of our DEI Task Force, which helps companies continue moving the needle forward within the U.S.'s current DEI climate.



■ **Tell us more about the impact of these initiatives both inside your firm and externally in court or with other external stakeholders?**

The DEI Task Force draws on the firm's expertise in employment, appellate and Constitutional law, diversity and inclusion and other practice areas to help our clients develop creative, practical and lawful approaches to accomplish their goals. Since July 2023, we have served as counsel in multiple lawsuits challenging DEI-related programs and advised dozens of corporations and nonprofits on how to preserve their commitment to DEI while avoiding litigation.

■ **How have your diversity initiatives changed how attorneys view working in your firm? Could you share some attorney feedback?**

Our attorneys often share their gratitude for our internal and external diversity initiatives, as well as our transparency around the need for continued focus and progress. They feel supported within the firm and proud of our position at the forefront of DEI in the legal industry and our broader community.