Sheppard Mullin Recognized for Commitment to Diversity & Inclusion

Firm Receives Annual Award For Leadership in Legal Industry D&I
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Starbucks Coffee Company, the world's leading coffee retailer, has presented Sheppard, Mullin, Richter & Hampton LLP with its Law & Corporate Affairs 2018 Excellence in Diversity & Inclusion Award, which recognizes one law firm annually that "demonstrates true leadership in diversity and inclusion."

"We are incredibly honored to receive this award from one of our outstanding clients," said Guy Halgren, chairman of Sheppard Mullin. "At Sheppard Mullin, we know that diverse organizations are stronger organizations and we are dedicated to being laser-focused on our D&I initiatives and programs. We've made some good headway – but we, and the legal industry, have quite a way to go."

Among the D&I innovations that Starbucks noted as progressive were the firm's expansion of paid caregiver leave, programs to ensure diversity in pitches and RFP responses, overhaul of the Partner Advisor program to a Partner Mentor program, and the inclusion of veteran status in the firm's self-identification tracking and reporting.

Starbucks also applauded Sheppard Mullin's "efforts to develop innovative committees such as its Women Attorneys Success Initiative Committee (WASIC) and Attorneys of Color Success Initiative Committee (ACSIC)" and commended the firm for having "established, thoughtful and structured programming in all key areas of diversity and inclusion such as recruitment, pipeline development, promotions to partnership, firm management, and retention."

Sascha Henry, leader of Sheppard Mullin's Food & Beverage Team, added, "It's extremely gratifying to be recognized for our dedication to improving diversity and inclusion by one of our clients. Starbucks is a true leader in D&I – so to be acknowledged by them makes this award even more humbling."

"As a co-chair of Out at Sheppard Mullin, I am especially pleased that Starbucks has recognized us for our dedication to D&I," said Sheppard Mullin partner Rob Guite. "Like Starbucks, Sheppard Mullin is dedicated to ensuring that all facets of D&I are fully supported and celebrated. Our shared commitment to D&I is evident in both Sheppard Mullin and Starbucks scoring 100 on HRC's Corporate Equality Index and both organizations providing health insurance coverage for transgender people."

Sheppard Mullin's Diversity & Inclusion Committee Chair Rena Andoh observed, "Starbucks is one of the leading companies pushing their legal service providers to be more diverse and inclusive. We're very proud to count Starbucks as one of our clients and thrilled that they are so supportive of our efforts in connection with D&I."

Sheppard Mullin's commitment to diversity and inclusion has been often recognized. Some recent achievements include:

- Attained Mansfield Certification from Diversity Lab and was one of only 27 firms to earn the Mansfield Certified Plus designation for 2018
- Ranked #32 on *The American Lawyer*'s 2018 Diversity Scorecard
- Scored 100 on HRC's 2018 Corporate Equality Index
- Noted among the best firms for minority attorneys by *Law360*
- *Named among Working Mother Magazine's 2018 "Best Law Firms for Women"*