

Sheppard Mullin Appoints Lois Durant Chief Diversity & Inclusion Officer

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Sheppard, Mullin, Richter & Hampton LLP is pleased to announce that Lois Durant has been named its first Chief Diversity and Inclusion Officer (CDIO). Durant has served as Sheppard Mullin's Director of Diversity & Inclusion (D&I) and Talent Management Strategy for the last three-and-a-half years where she has been responsible for managing the firm's internal and external D&I efforts as well as the development and implementation of various talent management initiatives.

"Lois' demonstrated passion, creative drive, and ability to lead others to become more inclusive with our programs and initiatives have catapulted our D&I efforts forward as a firm," said Luca Salvi, chair of Sheppard Mullin. "We are thrilled to see her leadership continue in this new role as CDIO."

As Director of D&I and Talent Management Strategy, Durant was instrumental in instituting new and progressive professional development, talent retention and D&I programs, including establishing D&I Office Working Groups, expanding the firm's affinity group program, creating comprehensive training academies for junior and mid-level associates, leading the associate mentoring program, and creating enhanced evaluation processes. In this new role, Durant will continue to work alongside firm leadership and the Chair of Diversity and Inclusion Rena Andoh to support the retention and promotion of diverse talent throughout the firm.

Lois Durant, Chief Diversity and Inclusion Officer, commented, "Sheppard Mullin supports and cultivates an inclusive working environment where attorneys and staff of all backgrounds have an equal opportunity to fulfill their personal and professional goals. Creating and implementing programs and policies that support and retain diverse talent speaks to the core of our firm culture. I am particularly excited to step into this new role and to further innovate and challenge ourselves, our clients, and communities to do better."

Under Durant's leadership, the firm has earned numerous awards for its D&I initiatives, including Minority Corporate Counsel Association's prestigious Thomas Sager Award. Firm client Starbucks Coffee Company presented the firm 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."

Durant has worked across all functional areas of talent management and has spent most of her career working at large law firms. Before joining Sheppard Mullin in 2018, she was a key member of White & Case's Global Senior People Leadership Team and led the talent management efforts of all litigation practice groups, advising practice group leaders on talent-related matters. Prior to White & Case, Lois was Kaye Scholer's Manager of Professional Development and Retention and worked closely with the D&I Committee to create and implement the firm's D&I action plan. In 2020, *Crain's New York Business* recognized Durant as a Notable Woman in Talent Resources. Durant earned her M.B.A. from Washington University in St. Louis and her B.A. from Fordham

University.

Attorneys

Lois Durant