

## Same Goal, Different Plan: Texas Firms Get Creative With Their Women Initiatives

*Texas lawyer*

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Jon Newby comments on Sheppard Mullin's commitment to diversity saying, "When you are talking about partner recruiting, you can't really control initially who is going to be interested in talking to you, so what we do in talking to the various recruiters we use is we make sure they understand how high of a priority it is for us," and, "when an office is diverse, it helps the firm recruit additional diverse lawyers, whether partners or associates. It also helps in lawyer retention."

### Attorneys

Jon W. Newby