

Inclusion and Diversity at Dentons

2021 Achievements

Grow | Protect | Operate | Finance
January 2022

Over the last 12 months we have continued to advance our inclusion and diversity objectives focused on connecting with our people and our clients by providing action-oriented content and programming.

In 2021, we appointed Dentons' first Global Inclusion & Diversity Officer. In recognition of inclusion and diversity as more than an ancillary value and core to our business strategy, our Global Inclusion & Diversity Officer reports directly to our Global CEO.



Driving change through action-oriented learning

ALLYSHIP PLAYBOOK – As part of our continued firmwide Focus on Allyship, we published our **Allyship Playbook** a comprehensive resource available to all colleagues across Dentons highlighting the role of allyship as part of the broader ID&E agenda; examining the importance of allyship in the workplace; and providing practical advice and guidance on how to be an effective ally.

In our US Region, we launched the **pilot US Allyship Initiative** which saw hundreds of participants across 33 ally pods challenge their own biases, share their personal experiences and take part in exercises to turn allyship into action.

INCLUSION DIALOGUES – To promote engagement and enhance understanding amongst our colleagues, we held a series of 9 open discussions available to all our people. Facilitated by a leading external consultant, the sessions explored why inclusion and diversity matter to each of us as individuals, to us as a team and to our clients.

TRANS AND NON-BINARY INCLUSION – Aimed at building understanding and awareness of our trans and non-binary colleagues we held a non-binary awareness session for **~100 I&D and HR/Talent colleagues** in the lead up to Trans Awareness Week in November 2021. We also published our **Global Guidelines on Supporting Transgender and Non-Binary Colleagues in the Workplace**.

In Canada, we took important steps in our truth and reconciliation journey. Supported by an Indigenous-owned consultancy, our **Indigenous Inclusion Working Group (IIWG)** held Listening Circles for our people to reflect and share questions, thoughts and insights on what reconciliation could look like for Dentons and for them personally while providing a variety of learning opportunities to mark the first-ever National Day for Truth and Reconciliation to help Dentons members better understand the legacy of Canada's residential school system.

Enhancing the profile of colleagues from under-represented groups

We launched our **Global Women's Sponsorship Program** to drive advancement of women into more senior leadership roles in the Firm. **32 Dentons sponsors and protégés** from around the world have come together in our inaugural program cohort for a 12 month sponsorship term ending in late 2022.

Over 800 members and allies of the Dentons Global LGBT+ Network and Dentons colleagues around the world celebrated our **fourth Dentons Global Pride Day** on which we released a firmwide video about Making a Difference, featuring **Dentons colleagues** sharing their inspiring pro bono and volunteer efforts to advance LGBT+ rights, equality and inclusion across the globe.

On **International Women's Day**, hundreds of colleagues across 9 Regions participated in a global video and related social media campaign about why they #ChooseToChallenge gender inequity, with the video receiving 8,000 views.

In the US and Australia, we launched new **regional affinity groups for disabled professionals**.

In Singapore and our Europe Region, we piloted **mentorship programs** for both junior and more senior women lawyers.

In the UK, we developed **Experience Dentons**, an award winning virtual work experience program designed to increase access to the legal profession. The program provides insight into life as a commercial solicitor, and is an open access program for all students above the age of 16 in the UK and Ireland.

In the US, we concluded the first iteration of our **Executive Mentoring Program**, which pairs members of the US Board with African American and LGBT+ associates. Designed to increase the number of African American and LGBT+ lawyers within partnership and leadership ranks in the Firm, this **two-way mentoring program** fosters the exchange of ideas to educate Board members on their colleagues' experiences, ultimately helping all become stronger and more effective leaders.

2021 marked nearly 10 years of annually welcoming **Aboriginal and Torres Strait Islander interns** at our Firm in Australia.

Working together with our clients and communities

Our **WOW (Women of the World) Legal Program** hosted **3 global webinars** profiling leading women in-house and business leaders and allies speaking on topics relevant to career success and **19 WOW networking pods** bringing together women in-house and at Dentons. To date, over **1400 individuals from more than 40 countries** have signed up to participate in the WOW program.

Our UK, Ireland and Middle East Region's Black Professionals Network and Parents Connect Network collaborated on a webinar about, **"Talking to Your Children About Race"** with our Financial Services clients.

Our Dentons Global LGBT+ Network partnered with our Parents and Carers Networks to deliver a session for clients and Dentons colleagues on the topic of **Talking to Your Kids About LGBT+**.

We participated in a regional event about **diversity in the legal profession** organized by our tech clients on educational and linguistic diversity in Latin America and how to better support talent.

For the third year in a row, through our partnership with the Inner City Legal Centre we have been funding and running the **Trans and Gender Diverse Legal Service**, the first legal service of its kind in Australia.

In Canada, we joined a group of 12 law firms to launch **Avenue: Black Undergraduate Law Internship Program**, a paid first-of-its-kind internship program to help Black undergraduate students in Canada gain real-world experience in the legal industry. Dentons will host its first intern in 2022.

In early 2021, we announced a **10-year funding commitment** to nationalize the **Black Future Lawyers (BFL) program** along with 13 other leading law firms in Canada. The funding will allow BFL to establish chapters at universities across Canada and invest in the next generation of Black lawyers.