



DIVERSITY, EQUITY  
& INCLUSION  
Duane Morris LLP

JOIN THE  
CONVERSATION

Duane Morris manages its diversity, equity and inclusion program with the objective of utilizing the best talent worldwide in solving legal problems.

## MANSFIELD CERTIFICATION PLUS



**Mansfield Rule**  
Certified Plus 2022-2023  
Presented by  
DIVERSITY.LAB

Duane Morris has attained Mansfield Certification Plus status in 2023 for the third consecutive year. The goal

of the Mansfield Rule is to boost the representation of historically underrepresented lawyers in law firm leadership. Achieving Plus status indicates that, in addition to meeting or exceeding the baseline requirements, the firm has successfully reached at least 30 percent diverse lawyer representation in a notable number of current leadership roles.

## DIVERSITY, EQUITY AND INCLUSION RETREAT

Each spring, diverse attorneys and staff, firm leadership and guests attend the Duane Morris Diversity, Equity and Inclusion Retreat to examine a wide range of issues that shape diversity and representation in the legal industry. **Christina M. Francis**, President, Magic Johnson Enterprises; **Ted Kennedy, Jr.**, Immediate Past Chair, American Association of People with Disabilities; and **Michele Coleman Mayes**, Vice President, General Counsel and Secretary, The New York Public Library are just some of our many distinguished guest speakers.



## GEORGE B. VASHON LECTURE SERIES

In conjunction with the retreat, Duane Morris holds its annual George B. Vashon Lecture, which honors the life of George B. Vashon by exploring issues of justice and fairness. Mr. Vashon was a noted 19th century African American legal scholar and abolitionist, who twice sought admission to practice law in Allegheny County, Pennsylvania, but was rejected in both cases because of his race. In October 2010, after Mr. Vashon's great-grandson, Duane Morris' former partner and Chief Diversity and Inclusion Officer Nolan N. Atkinson Jr. and others petitioned the Pennsylvania

Supreme Court, Mr. Vashon was admitted posthumously to the bar of the courts of the commonwealth of Pennsylvania. Recent Vashon Lecture guests have included: **Suzanne Malveaux**, CEO, Malveaux Global Media (MGM), former CNN Anchor and White House Correspondent; **Antony Haynes**, Associate Dean, Albany Law School; **Terrie-Lynne Devonish**; Chief Legal Officer & Corporate Secretary, Altus Group; and **Bridget McCormack**, President & CEO, The American Arbitration Association.



## CHAMBERS AND PARTNERS' INAUGURAL LIFETIME ACHIEVEMENT AWARD: DIVERSITY & EQUALITY

Duane Morris Trial Partner and Chief Diversity, Equity and Inclusion Officer Joseph K. West is the inaugural recipient of Chambers and Partners' Lifetime Achievement Award: Diversity & Equality. He was selected for his commitment to furthering the advancement of diversity and inclusion.

## DUANE MORRIS DEI 360 WITH JOE WEST PODCAST

The Duane Morris DEI 360 podcast, hosted by Partner and Chief Diversity, Equity and Inclusion Officer Joseph K. West, features candid conversations with legal and business leaders on the issues and challenges in our collective efforts to advance diversity, equity and inclusion.



## DIVERSITY, EQUITY AND INCLUSION CONSULTING PRACTICE

With our well-developed toolkit and years of experience in this field, along with the firsthand knowledge gained from our own development of a successful diversity, equity and inclusion program, Duane Morris can assist your organization in creating and sustaining a program that allows your organization to derive the benefits of diversity, equity and inclusion.

## EMPLOYEE RESOURCE GROUPS

Duane Morris has employee resource groups (ERGs) to further expand support of diversity, equity and inclusion throughout the firm. Asian American, Black/African American, Hispanic/Latino, People with Disabilities and Neurodiversity and Pride ERGs help build a sense of community, foster mentoring relationships and host speakers and events throughout the year.



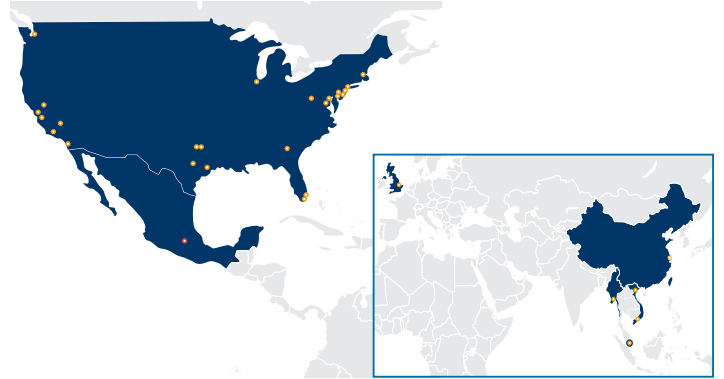
## EVENTS AND THOUGHT LEADERSHIP

- ▶ Pride Month celebrations with **Nancy Kates**, **Stacey Stevenson**, **CA State Senator Toni G. Atkins**, former **CA State Senator Christine Kehoe** and **San Diego Mayor Todd Gloria**
  - ▶ Juneteenth celebrations with **Robert Raben**, **Wendell Pierce**, **Lucy McBath** and **Laurence Fishburne**
  - ▶ Asian Pacific American Heritage Month Celebration: A Conversation with **Congressman Andy Kim** and **Journalist Nydia Han**
  - ▶ Women of Color Lawyers: From Being Perceived as Meek, Mad or Moody to Becoming Mighty Leaders
  - ▶ Black History Month programs with **Will Calhoun**, renowned drummer of Living Colour, **Dr. Derek Robinson**, Emergency Medicine Physician and **Tilewa Otunba Nwaeze**, Director at Vynamic
  - ▶ Hispanic Heritage Month Celebration: How Latino Entrepreneurs Are Succeeding in and Changing the U.S. Culinary Scene
  - ▶ Events with guests such as Civil Rights Movement legend **Fred Gray, Esq.**, and **Bruce Jackson**, Associate General Counsel, Microsoft
  - ▶ The Past, Present and Future of Diversity, Equity and Inclusion Through the Eyes of Our Pioneers
  - ▶ Black Lawyers in America: A National Town Hall Series
- 
- ▶ Duane Morris is cited by *The Legal Intelligencer* for our mandatory implicit bias training for all attorneys and staff.

## STRATEGIC ALLIANCES



## OFFICE LOCATIONS & REACH



### UNITED STATES

Atlanta  
Austin  
Baltimore  
Boca Raton  
Boston  
Cherry Hill  
Chicago  
Dallas  
Fort Worth  
Houston  
Lake Tahoe  
Las Vegas

Los Angeles  
Miami  
New York  
Newark  
Philadelphia  
Pittsburgh  
San Diego  
San Francisco  
Silicon Valley  
Washington, D.C.  
Wilmington

### INTERNATIONAL

Hanoi  
London  
Myanmar  
Shanghai  
Singapore

> Also satellite offices, including Bangor and Portland, Maine; and Seattle, Washington

> Alliances in Mexico

> Leadership position with international network of independent law firms

## FOR MORE INFORMATION, PLEASE CONTACT:



**JOSEPH K. WEST**

*Partner and Chief Diversity, Equity and Inclusion Officer*

901 New York Avenue N.W., Suite 700 East | Washington, D.C. 20001  
202.776.7806 | jkwest@duanemorris.com



**UMICA A. ANDERSON-HOWARD**

*Diversity, Equity and Inclusion Manager and Office Manager*

1300 Post Oak Boulevard, Suite 1500 | Houston, TX 77056  
713.402.3902 | uahoward@duanemorris.com

This publication is for general information and does not include full legal analysis of the matters presented. It should not be construed or relied upon as legal advice or legal opinion on any specific facts or circumstances. The invitation to contact the attorneys in our firm is not a solicitation to provide professional services and should not be construed as a statement as to any availability to perform legal services in any jurisdiction in which such attorney is not permitted to practice.