

Diversity, Equity & Inclusion

Commitment to Diversity, Equity & Inclusions

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Diversity, Equity & Inclusion is a core value and a business imperative at Norton Rose Fulbright. We believe that lawyers who bring a variety of competencies and perspectives will best meet the needs of our increasingly diverse client base. We want people to bring their whole selves to work. Our Diversity, Equity & Inclusion strategy is purposely broad and covers a variety of areas: ethnic and cultural diversity, gender diversity, sexual orientation and gender identity. As one of the largest law firms in the world, we are using our global status to organize our diversity efforts internationally. There is at least one diversity professional in each of our five global regions who manages and measures these initiatives.

Affinity groups



Affinity groups are open to Norton Rose Fulbright lawyers and business services staff and were formed to be a forum and resource for support and awareness within the firm. These networks allow for:

- Foster internal networking and mentoring relationships among members
- Highlight successful role models
- Enable lawyers to cultivate relationships with clients
- Provide opportunities to engage with leadership at all levels
- Sponsor educational programs

Inclusive leadership

Diversity is embedded in our culture. It starts with commitment at the top, which is evidenced by frequent diversity-focused programming. Topics have included implicit bias in law firms, generational diversity, strategies for building diverse networks, best practices for inclusive leadership and how to be an effective ally.

50% Women on Management Committee



Racial Equity Council (REC)

REC is comprised of all our Black partners, along with nonpartner lawyers and business services personnel, with its overall mission being improving the experience of our Black personnel and supporting racial equity throughout the firm. REC has implemented a number of key initiatives, including having created a sponsorship program; directed firm investment in programming designed to combat racial bias; examined and improved our process for filling business services positions; launched a speaker series; formed affinity groups; enhanced our recruiting efforts; and increased awareness of firm professional development opportunities and resources for business services personnel.

“Creating a more diverse workforce and an inclusive culture at Norton Rose Fulbright is paramount to our business success and is of great importance to the leadership of our firm.”

— Norton Rose Fulbright’s Global Chief Executive Gerry Pecht



Diversity fellowships

Norton Rose Fulbright offers diversity fellowships to outstanding first- and second-year law students as part of our ongoing commitment to recruiting and developing a diverse and talented team. Award recipients receive a \$10,000 scholarship for tuition and related expenses. Fellowship recipients will also receive a paid summer associate position in our Austin, Dallas, Houston, Los Angeles, New York, San Antonio, St. Louis or Washington, DC office. All students who demonstrate a commitment to promoting diversity are encouraged to apply.



Recruiting

We have made communicating our commitment to diversity a primary focus of our relationships with the law schools where we conduct on-campus interviews for prospective summer associates. Our recent summer program balanced local office programming with national firm events. From professional development seminars and pro bono panels to weekly diversity and well-being sessions, our program is an enriching and rewarding experience. To that end, our Racial Equity Council (REC) created a recruiting subcommittee focused on measures implemented to continue to increase its identification and recruitment of Black law school students and lateral attorneys with much positive feedback from our Black attorneys and summer associates.



Client engagement

Norton Rose Fulbright works closely with clients on a variety of diversity initiatives, including a diversity speaker series, mentorship and sponsorship programs, pro bono opportunities, diversity pipeline programs, diversity data collection assistance, and bespoke Diversity, Equity & Inclusion training sessions including unconscious bias, pronouns 101 and microaggressions.

Industry engagement

Norton Rose Fulbright often hosts diversity programs and partners with women and minority legal organizations, such as:

ALFDP – Association of Law Firm Diversity Professionals, Inc.

CCWC – Corporate Counsel Women of Color

CYOC – Charting Your Own Course

CWIL – Center for Women in the Law at the University of Texas School of Law

HNBA – Hispanic National Bar Association

HRC – Human Rights Campaign

Lambda Legal

LGBT Bar Association

LCLD – Leadership Council on Legal Diversity

MCCA – Minority Corporate Counsel Association

NAPABA – National Asian Pacific American Bar Association

NAWL – National Association of Women Lawyers

TMCP – Texas Minority Counsel Program

The Diversity & Flexibility Alliance

Accolades

Top 10 Leaders in Diversity

Chambers Associate

Recognized for 50% women in new partner class

Diversity & Flexibility Alliance

Diversity, Equity & Inclusion Leaders

Lawyers of Color

Top-score for LGBTQ-inclusive workplace policies

Corporate Equality Index Human Rights Campaign

Mansfield Rule Certified Plus

Diversity Lab

Gold Standard Certification

Women in Law Empowerment Forum (WILEF)

Contacts

For more information about our diversity efforts, please contact the US Diversity, Equity & Inclusion department at usdiversity@nortonrosefulbright.com or a member of our team below:



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Law around the world

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