

Diversity

We Are Committed

Schiff Hardin is committed to actively opposing discrimination of all forms and types. We specifically commit to learning about both historical and current racial injustices and inequities and to engaging in anti-racist and anti-discriminatory actions both inside and outside the firm. We commit to seeing and treating all people as equal but understand that everyone's lived experience is different, both within the workplace and outside of it. We acknowledge that people are frequently disadvantaged by multiple sources of potential oppression based on their characteristics (including race, gender, sexual orientation, gender identity, disability, and others), so we need to understand the intersecting and overlapping impact of those sources.

Because both systems and individuals contribute to all forms of bias, we will fight bias on both of those fronts: by analyzing our firm's policies and practices regarding recruiting, retention, promotion, and belonging, and changing those that reflect or perpetuate bias; and by working as individuals to avoid overt and implicit bias in everything we do.

We will concentrate our work in three specific areas: 1) increasing diversity of all types within the firm and in the legal profession; 2) intentionally building an environment at Schiff where everyone feels welcome and where they can be and progress as their authentic selves; and 3) combatting racial and social injustice through our pro bono work and by working with and giving to anti-racism organizations and other organizations committed to social justice.

This mission statement is our foundational document and the basis for our diversity, equity, and inclusion work. We know that this statement is aspirational. We know that we—and our society as a whole—have work to do to achieve the goals we set out here, and we know that these goals may change as we learn more about how to make our firm and the world a more just and equitable place.

A mission is a strong conviction backed up by action. With this mission statement, we commit to both our diversity, equity, and inclusion goals and to the actions required to achieve them.

Diversity, Equity, and Inclusion Annual Reports

Learn more about our firm's Diversity, Equity, and Inclusion work.

[2019 Diversity+Inclusion Year in Review](#)

[2020 Diversity, Equity, and Inclusion Annual Report](#)

Insights

01.28.2021

News Release

[Schiff Receives Perfect Score for "LGBTQ Equality" for 11th Year](#)

01.27.2021

News Release

[Jennings and Ji Named to Lawyers of Color 2020 Lists](#)

12.14.2020

News Release

[Aly Named Among Crain's Chicago Notable Minorities in Law](#)

12.03.2020

Event

[Women's Networking Roundtable](#)

11.12.2020

Event

[Diversity in the Legal Profession](#)

11.05.2020

Event

Moments of Impact: Transforming Organizational Culture

11.02.2020

News Release

Schiff Receives Leadership Council on Legal Diversity Compass Award for Second Straight Year

10.21.2020

News Release

Bickford Honored with 2020 Flex Success Award

10.19.2020

News Release

Schiff Ranked as Top Firm for Women for Fourth Year

10.13.2020

In The News

Fitts Featured on Gender Diversity in Infrastructure Industry

[View All](#)

Awards & Honors

- **Schiff Receives Perfect Score for “LGBTQ Equality” for 11th Year**

Schiff Hardin LLP is pleased to announce the firm has earned a perfect 100 percent score on the Human Rights Campaign Foundation’s Corporate Equality Index (CEI) and the distinction as a 2021 “Best Place to Work for LGBTQ Equality” for the 11th consecutive year.

- **Schiff Named “Best Place to Work for LGBTQ” for 10 Years**

Schiff Hardin LLP announced today that for the 10th consecutive year, the firm has earned a perfect 100 percent score on the Human Rights Campaign (HRC) Foundation’s Corporate Equality Index (CEI), along with the distinction as a 2020 “Best Place to Work for LGBTQ Equality.”

- **“Best Place to Work for LBGTQ Equality” (2019)**

Human Rights Campaign Corporate Equality Index

- **Schiff Hardin Named to 2018 *Working Mother* 60 Best Law Firms for Women List**

For the 7th straight year, we were recognized for leading the way in attracting, retaining, and promoting women lawyers

- **Marci Eisenstein Named to CBJ’s 2018 Women of Influence**

Chicago Business Journal’s 2018 Women of Influence honors women business leaders who stand out for both their business achievements and their commitment to their community.

- **Three Schiff Hardin Attorneys Join 2018 LCLD Leadership Programs**

Three of our attorneys will participate in the Leadership Council on Legal Diversity’s 2018 leadership programs

- **Imron Aly Named Among Most Influential Minority Lawyers in Chicago (2017)**

Crain’s Chicago Business

- **Schiff Hardin Named a Best Place to Work for LGBTQ Equality**

Human Rights Campaign awards perfect score on 2018 Corporate Equality Index for 8th consecutive year