

## 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

#### Insights

04.09.2021

News Release

Faycurry Named WCC Foundation 2021 "Shero"

03.05.2021

News Release

Three Attorneys Selected for Leadership Programs with LCLD

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

[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.

- **Jennings and Ji Named to Lawyers of Color 2020 Lists**

Schiff Hardin LLP is pleased to announce that Jacquelynne M. Jennings has been named to the Lawyers of Color *Nation’s Best 2020* and Helen H. Ji has been named to the *Hot List 2020*.

- **Aly Named Among Crain’s Chicago Notable Minorities in Law**

Schiff Hardin LLP is pleased to announce that Intellectual Property Group Co-Leader Imron Aly has been named to *Crain’s Chicago Business’* Notable Minorities in Accounting, Consulting & Law list for 2020.

- **Bickford Honored with 2020 Flex Success Award**

Schiff Hardin LLP is pleased to announce that Partner Lucy Bickford has been awarded the Diversity & Flexibility Alliance’s 2020 Flex Success® Award, recognizing her achievements and professional success while working reduced hours.

- **Schiff Ranked as Top Firm for Women for Fourth Year**

Schiff Hardin LLP has been recognized as a top law firm for women in *Law360’s* 2020 Glass Ceiling Report for the fourth consecutive year.

Schiff Hardin LLP

[schiffhardin.com](http://schiffhardin.com)