“Diversity is embedded in Fried Frank’s corporate culture. There is an understanding that our similarities and differences are what make the Firm such a unique place to work and a critical factor in its success.”

—ANUJA MAJMUDAR, SIXTH-YEAR ASSOCIATE
WHITE COLLAR CRIMINAL DEFENSE AND SECURITIES ENFORCEMENT
CLEAR VISION

Fried Frank is a firm where diversity and individuality are highly valued. From the Co-Chair of our Firm to heads of our practice groups and committees, women and minorities are actively engaged in all aspects of Firm leadership and management.

To us, diversity is about leveraging the knowledge, insight and capabilities of talented individuals from a wide range of backgrounds, to the benefit of both our clients and the Firm. It’s about bringing a multicultural perspective to global business challenges.

Most of all, it’s about action, not just words. You’ll find we’ve put the pieces in place to create a stimulating, open-minded and progressive environment where we respect and build on the strengths and potential of everyone at the Firm.

The Firm executes a comprehensive set of initiatives and programs to support the professional and personal development of women attorneys and attorneys from distinct backgrounds and cultures. We actively support affinity groups for our attorneys of color and our lesbian, gay, bisexual and transgender (LGBT) attorneys, which meet regularly to build community. The Firm also has a thriving women’s initiative that presents programs to encourage Firmwide awareness of issues impacting women in the workplace. Our Director of Diversity and Inclusion heads an independent department focused on the promotion of diversity at Fried Frank and advises a number of critical Firm committees and departments on best practices for ensuring the diversity of our attorneys and staff.

Fried Frank is committed to maintaining an inclusive culture and fostering a professional atmosphere that promotes equal opportunity and prohibits discriminatory practices.

At Fried Frank, inclusion is a standard principle.

OUR DIVERSITY STRATEGIC PLAN

- Create and execute strategies to ensure effective recruitment and retention of attorneys of color, women attorneys and LGBT attorneys.
- Design and implement strategies to address the legal profession’s disproportionately higher attrition rates of minority and women attorneys.
- Administer mentoring programs for all Firm attorneys, with the aim of maintaining an inclusive work environment and fostering professional development.
- Ensure Fried Frank is a place of inclusion, where all attorneys can thrive and reach their full potential, and recommend strategies to prevent barriers to meaningful integration of all attorneys within the Firm work environment.
Our Diversity Committee provides a forum for identifying, prioritizing and discussing diversity issues, as well as for developing and supporting related initiatives and programs.

Comprising partners and our Director of Diversity and Inclusion, the Committee’s mandate is to provide leadership to the Firm in recruiting a highly qualified, diverse team of attorneys; enhance and support their professional development and advancement; and ensure the Firm’s culture and work environment foster respect for diversity and a sense of inclusion and fairness throughout the Firm.

Responsible for supporting these goals are five subcommittees comprising partners and associates, as well as professional staff, all of whom contribute ideas and energy to diversity-related projects in the following areas:

- Recruiting
- Professional Development and Mentoring
- Work/Life Balance
- Fellowship Programs with NAACP LDF and MALDEF
- Business Development and Marketing

Subcommittee initiatives include ongoing outreach to law schools and bar associations to promote the recruitment and professional development of diverse law students; the development and execution of innovative approaches to mentoring with the goal of providing equal opportunities for retention of diverse attorneys; and work-life balance programs for all attorneys and staff.

Working with our Diversity Committee, our Director of Diversity and Inclusion heads an independent department focused on the promotion of diversity at Fried Frank. Reporting directly to the Firm’s senior leadership, she advises a number of critical Firm committees and departments, including Attorney Recruitment and Development and Human Resources, on best practices for ensuring diversity of attorneys and staff. Her role in recruitment initiatives includes active participation in interview and student outreach efforts, and serving as a member of the Hiring Committees of our New York and Washington, DC offices. She also spearheads retention initiatives, including mentoring programs, and creates and implements strategies to improve the Firm’s promotion of attorneys of color, LGBT attorneys and women attorneys. She meets regularly with diverse attorneys to discuss career development strategies and to seek out and address their issues and concerns.
AFFINITY GROUPS

SETTING PRECEDENTS

We actively support affinity groups for our attorneys of color, LGBT attorneys and women attorneys.

Our affinity groups ensure that a wide range of views and experiences informs our approach to achieving excellence in service to our clients and our community at large. Open to all Firm attorneys, the groups meet monthly for community-building, participation in career development programs and planning of public service and education initiatives.

MICHAEL R. DIEHL CIVIL RIGHTS FORUM

To honor the legacy of Michael Diehl, a Fried Frank corporate associate who died in a tragic swimming accident in 1999 and was known for his dedication to the cause of civil rights for the gay and lesbian community, the Firm established the annual Diehl Civil Rights Forum. Inviting prominent civic leaders to engage the Fried Frank community in a discussion of current civil rights and social justice issues and concerns since 2000, the 2013 Forum featured a panel of distinguished attorneys who have been on the front lines of major cases fighting the denial of equal rights to same-sex couples, including Craig Benson, Counsel to Edie Windsor in the historic Supreme Court decision Windsor v. United States and Hollingsworth v. Perry; James Esseks, Counsel to Edie Windsor in connection with Windsor v. United States and Litigation Director of the American Civil Liberties Union’s (ACLU) LGBT & AIDS Project; Susan Sommer, Counsel to Karen Golinski in connection with Golinski v. Office of Personnel Management and Director of Constitutional Litigation at Lambda Legal; and Janson Wu, Counsel in Gill v. Office of Personnel Management and Pedersen v. Office of Personnel Management and staff attorney at Gay & Lesbian Advocates & Defenders (GLAD).

100% EQUALITY RANKING

Fried Frank has been recognized for five consecutive years by the Human Rights Campaign’s Corporate Equality Index, achieving a top rating of 100 percent. Fried Frank’s perfect score reflects its policies protecting LGBT employees from discrimination based on sexual orientation and gender identity or expression, diversity training, and health care and domestic partnership benefits, including tax gross-up benefits to LGBT employees for disparate tax costs related to their coverage of same-sex partners, same-sex spouses and their children.

LGBT ATTORNEY AFFINITY GROUP

Fried Frank’s LGBT Attorney Affinity Group seeks to build upon the Firm’s longstanding commitment to recruiting and retaining a diverse community and to increasing understanding of and involvement in the unique issues facing the LGBT community. The Group spearheads several pro bono representation efforts of interest, from groundbreaking family law litigations involving same-sex couples to name-change petitions for transgender clients, and maintains strong relationships with important organizations like Lambda Legal Defense & Education Organization, Immigration Equality and Servicemembers United.

AFFINITY GROUPS
EMBRACING DIFFERENCE

ATTORNEY OF COLOR AFFINITY GROUP

Our Attorney of Color Affinity Group provides a forum for recognizing the valuable contributions of, and addressing any distinct challenges faced by, attorneys of diverse backgrounds. It also serves as a resource to enrich the professional experiences of diverse individuals at Fried Frank, and advocates for the recognition and inclusion of culturally diverse perspectives throughout the Firm.

In 2005, our Washington, DC office Attorney of Color Affinity Group created the DC Minority Attorney Networking Series. Since its inception, the Series brought together over 3,000 attorneys of color from firms, government, corporations and nonprofit organizations to hear prominent attorneys of color speak about their career paths and provide minority attorneys an opportunity to focus on professional development and build alliances with colleagues practicing law in the Washington, DC metro area and the New York area beginning in 2009. The Attorney of Color Affinity Group sponsors prominent guest speakers and film screenings for the Firm community to increase awareness of historically significant events relevant to varied communities and celebrate national heritage months of Asian Pacific Americans, African Americans and Hispanic Americans.


THE WOMEN’S FORUM

Fried Frank’s women’s initiative, the Women’s Forum, promotes the professional goals of women attorneys and encourages Firm wide awareness of issues that uniquely impact women in the workplace. Through its Women’s Working Group, the Women’s Forum presents regular programming to the Firm and the broader community. Programs include quarterly women associate discussion groups facilitated by female and male partners and designed to foster open communication between women attorneys and Firm leadership; professional development training for women attorneys that includes seminars on presentation, networking and business development skills; a premier Women-to-Women Networking Event, welcoming hundreds of our women clients and their mentees for an evening of networking and to hear reflections from an inspirational woman in leadership; and community-building receptions where our women partners, counsel and senior associates share their personal and professional stories.
DIVERSITY RECRUITING

CULTIVATING GROWTH

Fried Frank actively recruits historically underrepresented groups through participation in nationwide job fairs and career development events sponsored by law school affinity groups for students of color, women and LGBT students.

The Firm participates in national and regional job fairs for diverse law students, and we are a leading sponsoring employer at the National LGBT Bar Association Career Fair and Conference, as well as an employer participant in the Impact Career Fair for disabled students.

We also actively recruit minority law school graduates and experienced attorneys through the Fried Frank Fellowship Program in collaboration with premier civil rights organizations the NAACP Legal Defense and Educational Fund, Inc. (LDF) and the Mexican American Legal Defense and Educational Fund (MALDEF). Our Fellowships offer young lawyers the opportunity to spend two years as Fried Frank litigation associates, followed by two years as LDF or MALDEF staff attorneys. Many diverse law students and graduates who are not ultimately chosen as Fellows are recruited by the Firm as associates, diversifying our ranks of talented attorneys. Fried Frank has also participated in the Sponsors for Educational Opportunity (SEO) career program for over 20 years in the NY Office and since the program’s inception in our DC office. SEO places diverse students in law firms for summer internships prior to the students’ first year of law school. Many of our SEO interns return to the Firm as associates. Our New York office also participates in the New York City Bar Association Diversity Fellowship Program, which places first-year law students from groups historically underrepresented in the legal profession in first-year summer associate positions with participating law firms and corporations.

PIPELINE OUTREACH

BUILDING MOMENTUM

In addition to our internal efforts to champion diversity in our workplace, the Firm makes generous annual contributions to organizations that work to ensure equal rights for minority and disadvantaged populations, and to promote diversity generally in the legal profession and in society.

We also have taken the lead in setting future goals to diversify the legal profession through creation and support of law firm pipeline programs. For example, the Fried Frank Pre-Law Scholars Program partners with New York’s Hunter College to prepare the college’s diverse student body to become competitive law school candidates through intensive LSAT and academic preparation and mentoring programs. During the summer, Pre-Law Scholars visit Fried Frank for a panel discussion on “The Do’s and Don’ts of Thriving in Law School” and dinner with Firm summer associates and first-year attorneys, who provide advice and practical assistance on the application process and the law school experience.

Fried Frank also partners with Just the Beginning Foundation (JTBF) to collaborate on outreach programs for DC-metropolitan-area elementary, middle and high school students to expose them to law practice. JTBF is a nonprofit organization comprising lawyers, judges and other citizens dedicated to developing and nurturing interest in the law among young people from various ethnic backgrounds underrepresented in the legal profession and supporting their continued advancement, with the long-term goal of increasing racial diversity in the legal profession and on the bench.

Fried Frank’s Patricia Roberts Harris Scholarship at Howard University School of Law annually awards $10,000 to a first-year law student of any background who best exemplifies her ideals and spirit. The Scholarship commemorates Harris, a partner in Fried Frank’s Washington, DC office from 1970 to 1977, who went on to become the first African American woman to serve as a US Cabinet secretary and as a US ambassador.

50% FIRM PARTNER PROMOTION RATE

Fried Frank is proud to note the 50% promotion rate of women in the 2011 partnership class.

THE GOLD STANDARD

Fried Frank has been recognized for two consecutive years (2011-2012) with a Gold Standard Certification from the Women in Law Empowerment Forum (WILEF) based on the career success of its women partners.

BEST LAW FIRM FOR WOMEN

Fried Frank recognized for five consecutive survey administrations (2007-2012) as a Best Law Firm for Women by Flex-Time Lawyers, the National Association of Female Executives and Working Mother Magazine.
“Despite the public accolades and reports on Fried Frank’s commitment to diversity, I have been nothing less than impressed after having had the opportunity to realize the benefits of such a strong commitment as an associate. In addition to being able to train with some of the brightest minds in the profession, Fried Frank has afforded me invaluable leadership opportunities. During my time at the firm, I have been able to take on leadership roles both at the firm, as a leader of the Attorney of Color Affinity Group, and outside the firm, as a committee member of the New York City Bar Association Committee on Retention and Recruitment of Lawyers.”

— NAIT PATEL, THIRD-YEAR ASSOCIATE, CORPORATE

“Interview candidates often ask me to describe a typical Fried Frank attorney, and my response is always the same: there isn’t one! For me, one of the most interesting and comforting aspects of working here is that there is no prototypical Fried Frank attorney. As a result, I’ve never felt pressured to be someone that I’m not, and have always felt like just another valued team member.”

— KATHRYN-ANN BLOOMFIELD, SIXTH-YEAR ASSOCIATE, CORPORATE

“Fried Frank has a strong community of attorneys committed to diversity. Many among them are generous and open with their time, advice and friendship and inspire others to be the same. I have been fortunate to be a part of that community and could not ask for better colleagues or friends.”

— FLORA GO, SECOND-YEAR ASSOCIATE, CORPORATE

“Being selected as the firm’s 2013 fellow to the Leadership Council on Legal Diversity Fellows Program has given me a great opportunity to engage with, and learn from, attorneys at the highest levels of the legal profession. The program focuses on leadership development and relationship building for diverse attorneys. The training and mentoring I’ve received through LCLD are already transforming my practice and opening doors to new opportunities.”

— ARIANNE DE GOVIA, SENIOR ASSOCIATE, TECHNOLOGY TRANSACTIONS GROUP

Fried Frank’s diversity program fosters mentorship and professional development, and provides associates with numerous ways to develop relationships internally within the firm. The Firm has also supported my attending events like the Corporate Counsel Women of Color Annual Career Strategies Conference, which was an invaluable way to network with other diverse women. Fried Frank is extremely committed to retaining diverse talent and it is one of the reasons I am so happy as an associate here.”

— SUJI JHAVERI, THIRD-YEAR ASSOCIATE, LITIGATION

“Fried Frank proves everyday that they are genuinely invested in my development and achievement. I have received valuable guidance from my mentors. In particular, as a 1L Scholar with the Leadership Council on Legal Diversity, I have gained valuable personal and career advice to help me make the best of my legal career. I think one of the greatest achievements of a firm is when the attorneys — and the summer associates — feel fulfilled. And I truly feel that at Fried Frank I am able to produce my best work because I have value as a member of a team.”

— NICOLE TYRELL, 2011 SEO INTERN, 2012 AND 2013 SUMMER ASSOCIATE

Fried Frank has been recognized for five consecutive years (2008-2012) by the Human Rights Campaign’s Corporate Equality Index.

100% RANKING

Fried Frank received the 2011 Minority Corporate Counsel Association’s (MCCA) Innovator Award recognizing the Firm’s Partner Advisor Mentoring Program as an enduring, industry best-practices model for its clear objectives, consistent programming, effective participation tracking, and meaningful advisor assignments with diligent attention to each associate’s unique concerns.

MENTORING INNOVATOR

Fried Frank earned Yale Law Women’s 2012 Recognition of Superior Performance in two categories: Gender Equity in Partner Promotions and Gender Equitable Use of Parental Leave Policies.

SUPERIOR PERFORMANCE
For additional information regarding diversity and inclusion initiatives at Fried Frank, contact Maja D. Hazell, Director of Diversity and Inclusion, or any of the following other members of the Fried Frank Diversity Committee:

- **CARMEN J. LAWRENCE**
  Litigation Partner, Co-Head White Collar Criminal Defense and Securities Enforcement Practice, Co-Head, Securities Enforcement and Regulation Practice (New York)

- **BRIAN S. LICHTER**
  Real Estate Partner (New York)

- **RICHARD C. PARK**
  Antitrust Partner (Washington, DC)

- **CAROL E. ROSENTHAL**
  Real Estate Partner (New York)

- **STEVEN G. SCHEINFELD**
  Corporate Partner, Vice-Chairman of the Corporate Department, Co-Head of the Corporate Real Estate Transactions Group (New York)

- **ROBERT C. SCHWENKEL**
  Corporate Partner, Chair of the Corporate Department and the M&A and Private Equity Groups (New York)

- **DAVID N. SHINE**
  Corporate Partner, Co-Chair of the M&A Group (New York)