

Commitment to Diversity and Inclusion

We believe that a diverse law firm is critical to providing the quality of legal services our clients expect, preserving our core values and maintaining our rich culture. Thus, the firm takes its commitment to diversity and inclusion seriously. We have worked and will continue to work to create and maintain an open and receptive work environment and a diverse workforce of attorneys and staff. From our recruiting and advancement practices to our vendor choices, we seek change that makes a real difference inside and outside our firm.

– John Latham, Diversity Partner



Sponsorship and Participation

- ABA MCP – American Bar Association Minority Counsel Program
- CCWC – Corporate Counsel Women of Color
- CYOC – Charting Your Own Course
- GAWL – Georgia Association for Women Lawyers
- HNBA – Hispanic National Bar Association
- HRC – Human Rights Campaign
- MABF – Mexican American Bar Foundation
- MCCA – Minority Corporate Counsel Association
- NALSWD – National Association of Law Students with Disabilities
- NAPABA – National Asian Pacific American Bar Association
- NAWL – National Association of Women Lawyers
- NASABA – North American South Asian Bar Association
- NBA – National Bar Association
- NLGLA – National Lesbian and Gay Law Association

Goals

Ensuring representation | Understanding differences | Proactively managing workplace diversity and accessing top talent
Optimizing internal and external diversity opportunities

Recruiting

Participation in programs such as Bay Area Diversity Career Fair | Northeast Region BLSA Job Fair | Lavender Law Career Fair
HNBA Job Fair | DuPont Minority Job Fair – Los Angeles, CA | DuPont Minority Job Fair – Wilmington, DE
Southeastern Minority Job Fair | Sunbelt Minority Job Fair

Best Practices

- Alternative Career Path Program
- Domestic Partner Insurance
- Childcare Center & Backup Care Program
- Women's Initiative Committee
- Mentoring & Diversity Liaison Programs
- *Change in Motion* – Diversity Magazine
- Annual Education and Awareness Programs
- Diversity Coordinator on Staff
- Diversity Pipeline Initiatives
- Practice Group Diversity Plans
- Diverse Attorney Directory

Leadership

- American Institute for Managing Diversity
- Atlanta Large Law Firm Diversity Alliance
- Atlanta Legal Diversity Consortium
- California Minority Counsel Program
- Charlotte-Mecklenburg General Counsel and Managing Partners' Diversity Initiative
- Leadership Council on Legal Diversity
- New York County Lawyers' Association Statement of Diversity Principles
- New York City Bar Statement of Diversity Principles
- State Bar of Georgia Diversity Program

Awards and Recognition

- FORTUNE "100 Best Companies to Work For" for 14 consecutive years
- Recipient of The Coca-Cola Company's 2012 Living the Values Award
- 2013 *Vault Guide to Top 100 Law Firms*, ranking: #12 – Overall Best Law Firms for Diversity; Quality of Life Rankings: #9 – Minorities Diversity, #11 – Women Diversity, #22 – LGBT Diversity
- Top rating of 100 percent by the Human Rights Campaign's 2013 Corporate Equality Index. This is the eighth year in a row that Alston & Bird has received HRC's perfect rating
- 2012 *MultiCultural Law* magazine's Top 100 Law Firms for Diversity; Top 100 Law Firms for Women; Top 25 Law Firms for African-Americans; Top 50 Law Firms for Associates
- 2009 *Working Mother* magazine's 50 Best Law Firms for Women
- Diversity Program selected as a "Model Program" by the State Bar of California Diversity Pipeline Task Force
- Best Adoption-Friendly Workplaces List, Dave Thomas Foundation for Adoption

About Alston & Bird

With more than 800 attorneys, Alston & Bird is a leading national *AmLaw 50* firm. The firm's core practice areas are intellectual property, complex litigation, corporate and tax, with national industry focuses in energy and sustainability, health care, financial services and public policy. The firm has built a reputation as one of the country's best employers, appearing on FORTUNE magazine's ranking of the "100 Best Companies to Work For" 14 consecutive years, an unprecedented accomplishment among law firms in the United States. The firm has offices in Atlanta, Brussels, Charlotte, Dallas, Los Angeles, New York, Research Triangle, Silicon Valley, Ventura County and Washington, D.C.

