

Diversity Activities

To develop awareness of the issues surrounding diversity and inclusion, the firm presents continuing education programs throughout the year and participates in diversity conferences and innovative programs. Some of our recent activities include:

Philadelphia Diversity Law Group (PDLG): 2018 Symposium

Schnader was involved in the 2018 Symposium for PDLG, held on November 16 at The Union League in Philadelphia. The event was entitled, "Diversity in the First Chair: Symposium on Women and Diverse Lawyers in the Courtroom and Boardroom." **Albert S. Dandridge, III**, chair of the Firm's Securities Practice Group and Chief Diversity Officer, co-chaired the planning committee for the Symposium. **Ralph G. Wellington**, co-chair of Schnader's Alternative Dispute Resolution group, participated in a panel discussion about "A View from Male Attorney Mentors and Women and Diverse Mentees." **Hon. Timothy K. Lewis**, also co-chair of Schnader's ADR Practice Group, introduced the special guest luncheon speaker, Hon. Shira Scheindlin, Retired District Judge, U.S. District Court, Southern District of New York. More details about the Symposium are [here](#).

PDLG Fellows Program Alumni Conference - May 2017

Schnader is a founding member of the Philadelphia Diversity Law Group (PDLG), which encourages and supports diversity in the practice of law. PDLG's Fellows Program provides summer associate placements to diverse law students. The conference provided a space for Fellows Program alumni to network, share insights and discuss career development strategies. Albert S. Dandridge, III moderated a "Panel of Stars," who discussed their legal careers.

The Art of the Pitch - February 2017

Through PDLG's Art of the Pitch program, two diverse attorneys gave a mock pitch before the general counsel of a major corporation. They received feedback and suggestions for improvement.

Kiss, Bow or Shake Hands - June 2016

Schnader welcomed Terri Morrison, co-author of five books on global business, including *Kiss, Bow, or Shake Hands*, on June 2, 2016. Ms. Morrison spoke about the importance of understanding diverse cultures and their business etiquette in order to succeed in the global marketplace and to develop talent within the organization.

Diversity & Inclusion Symposium - November 2015

PDLG presented a Diversity & Inclusion Symposium: Best Practices for Retaining & Promoting Diverse Talent. Albert S. Dandridge, III served as moderator for the panel, "The Roles Leaders Play: How to be Part of the Solution," and spoke at the closing plenary. The Symposium also featured discussions on implicit bias and generational diversity.

Subtle, Unconscious and Implicit Bias - October 2015

During the firm's annual attorney retreat, the Honorable Timothy K. Lewis, Albert S. Dandridge, III, Theresa Loscalzo and William H. Brown presented the training session "Subtle, Unconscious and Implicit Bias in the Legal Profession." The talk focused on best practices to overcome bias in work assignments, client development opportunities, mentoring and sponsoring relationships, performance evaluations, and compensation.

Unconscious Bias - September 2015

On September 21, 2015, globally renowned diversity specialist Ritu Bhasin presented a workshop to the firm on "Unconscious Bias." Using neuroscience research to support her thesis, she addressed specific biases and blind spots that manifest in legal environments, including the "stereotype effect," and its impact on women and diverse lawyers and staff.

Gender Pay Equity - Summer 2014

Schnader hosted a panel discussion titled "Gender Pay Equity in Compensation: Why it Matters - What to Do About It" to address the recommendations in the ABA Presidential Task Force on Gender Equity's 2013 reports: "Closing the Gap: A Road Map for Achieving Gender Pay Equity in Law Firm Partner Compensation" and "Power of the Purse: How General Counsel Can Impact Pay Equity for Women Lawyers." Panelists included Roberta Liebenberg, chair of Fine, Kaplan and Black; Katherine Hatton, general counsel for Robert Wood Johnson Foundation; Sophia Lee, former chief counsel for litigation at Sunoco; and Susan Letterman White of Letterman White Consulting. Following the presentation was a discussion of Schnader's policies and how they could be improved.

Diversity in the Legal Profession - September 2013

Schnader and the Philadelphia Bar Association co-hosted a day-long "National Roundtable on Diversity in the Legal Profession." Moderated by Albert S. Dandridge, III, the panel was comprised of Michael K. Tucker of Avis Budget Group, Jannie K. Lau of InterDigital, and Robin H. Sangston of Cox Communications, Inc. Topics included the business case for diversity and inclusion, benchmarks to measure success, cultural competency, subtle and unconscious bias, and best practices for the retention and advancement of women and diverse attorneys.