

Diversity Initiatives

Recruiting and Retention

The firm achieved Mansfield Certification Plus after successfully completing Diversity Lab's rigorous year-long Mansfield Rule 2.0 program, a tool to drive diversity in leadership roles and lateral hiring. In addition, the firm is an original signatory of and remains committed to the Philadelphia Bar Association's Statement of Goals for Increasing Minority Representation and Retention. We actively recruit diverse candidates and also work with the following organizations:

- Through participation in the Philadelphia Diversity Law Group (PDLG), we offer opportunities to diverse and underrepresented candidates to participate in our Summer Associate Program.
- Our Pittsburgh office is a founding member of the Pittsburgh Legal Diversity and Inclusion Coalition. We helped develop PLDIC's Model Career Advocate Program, and the firm is one of four organizations serving as models for its initial implementation. In addition, we are involved in the Women's Institute for Leadership in Law, a year-long leadership academy for women attorneys nearing the stage for promotion, focused on networking, business development, executive presence, and leadership skills. The Women's Institute is a program of the Gender Equality Committee of the Allegheny County Bar Association. Our Pittsburgh office also works with minority summer interns from the Allegheny County Bar Association's Minority Summer Clerkship Program and High School Minority Summer Law Internship Program, which recruits students predominantly from Pittsburgh high schools.
- Attorneys in our San Francisco office participate in the Career and Networking Expo held by BALIF (Bay Area Lawyers for Individual Freedom).
- Through the West Side YMCA's Teen Career Connection program, our New York office sponsors a high school student who works at the firm as a summer intern each year.

Individual Diversity Action Plan

To heighten awareness of diversity issues in our workplace, Schnader implemented an Individual Diversity Action Plan. Each attorney at Schnader pledges to play a role in achieving greater diversity in our professional environment. To that end, each year, our attorneys formulate an Individual Diversity Action Plan and commit to participating in multiple diversity-enhancing events, including mentoring, planning, sponsoring and/or attending programs that advance diversity and inclusion at the firm and within the community. Below are some of our attorneys' experiences:

"I am actively involved as a board member and officer of a nonprofit recreational swim team that focuses on inclusion of minority swimmers through scholarships, advertising and recruiting practices. Most recently, we awarded scholarships to four swimmers in low-income Hispanic families who told us they would otherwise not have participated. We also increased the Spanish-speaking members of the board...in the hopes of further outreach to the community." *Craig Hodgson*

"I attended the "Unmasking Diversity Summit" to learn more about what law firms and clients in the San Francisco Bay Area and elsewhere are doing to promote diversity and will report on the information shared in the year-end report regarding the San Francisco office's diversity efforts and activities." *Sheila Doyle Kelley*

"Each year Equality Forum, a Philadelphia-based national and international LBGT civil rights organization, hosts an annual conference on a wide variety of legal, social and religious issues affecting members of this community. As a former board member, I regularly attend the conference. Most recently, I attended the National Legal Panel. The discussion focused on the same sex marriage cases that came before the U.S. Supreme Court and issues surrounding anti-discrimination." *Stephenie W. Yeung*

"Stephenie Yeung and I attended the inaugural ABA LGBT Forum in San Francisco to learn from leaders in business, government and law firms about the successes and continuing challenges of being members of the LGBT community. Panelists included Therese Lee, Senior Counsel at Google, Inc.; Hillary Ware, Vice President and Associate General Counsel at Netflix; Hon. Pamela Chen, U.S. District Court Judge for the Eastern District of New York; Howard Dean, former Governor of Vermont; Pennsylvania State Representative Brian Sims; and Tina Tchen, Assistant to former President Barack Obama and Chief of Staff to former First Lady Michelle Obama. We brought back workplace gender transition guidelines for study by the firm's Diversity Committee." *Jeanne Barnum*



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