

## 90+ Law Firms Take Action to Increase Disability Inclusion

– Diversity Lab’s Disability Inclusion Commitments provide 10 actionable steps to cultivate more inclusive and equitable cultures for people with disabilities in the legal profession –

**SAN FRANCISCO** (December 5, 2023) — More than 90 leading law firms in the US, UK, and Canada announced today they are partnering with Diversity Lab to continue building a culture of inclusion for people with disabilities by implementing one or more of the actions listed on the recently launched [Disability Inclusion Commitments](#).

Recognizing that disability inclusion is sometimes overlooked or overshadowed in diversity efforts, Diversity Lab worked with its Disability Inclusion Advisory Group — including the world-renowned advocates and leaders highlighted below — to help address that issue. Together, they created a list of 10 actions that organizations should take to increase inclusion and equitable access to opportunities for disabled individuals in the legal profession.

The Advisory Group is also hosting [quarterly webinars](#) to raise awareness and educate more than 1000 leaders from Mansfield law firms and legal departments on topics such as: (a) understanding disability language, definitions, and self-identification; (b) removing physical and digital barriers to accessibility; (c) establishing employee resource groups; and (d) supporting neurodiversity. To share these learnings with the entire legal profession, the webinars are offered publicly.

Each participating firm listed below is at varying stages of its journey on the recommended actions and educational aspects of the Commitments. More than one-half are already taking the following steps to create a culture of inclusion for disabled individuals:

- Conducting an annual survey for individuals to identify as having a disability
- Facilitating a centralized disability accommodations program
- Removing physical barriers for employees, clients, and other constituents
- Ensuring their websites and other digital resources are accessible

As part of the commitment to disability inclusion, each firm has selected one or more actions to take in 2024 to build upon its current efforts. Nearly one-half of the firms are focusing on the following actions in the coming year:

- Create opportunities for everyone in the firm to discuss their ideas and perspectives on inclusive actions and language related to disabilities
- Increase opportunities to hire disabled people
- Ensure firm and client in-person and online events are inclusive and accessible for colleagues with disabilities
- Work with experts to enhance the digital accessibility of websites, client portals, and more

“We are grateful to our Advisory Group and these firms for their collaboration and contributions. With 21% of the US workforce identifying as having a disability, but only 1.4% of law firm lawyers doing so, more work is needed to create a welcoming environment and greater accessibility in the legal profession. Taking action on these commitments and sharing the learnings is the first step in a long-term campaign. Our team at Diversity Lab is also on this journey to improve disability inclusion, including launching an updated, digitally accessible website early next year. We hope to educate the community on the unique perspectives, talents, and needs of people with disabilities to broaden inclusivity for all,” said Diversity Lab CEO, Caren Ulrich Stacy.

## **Disability Inclusion Advisory Group**

### **Kristen Jones**

In-House Counsel & Legal DEI Leader at McDonald’s Corporation

### **Tina Sciocchetti**

Partner at Nixon Peabody

### **Kareem Dale**

Director & Senior Counsel at Discover Financial Services; Former Top Advisor to President Obama on Disability Policy at the White House

### **Carlos Terrazas**

Disability Inclusion Leader at McDonald’s Corporation

### **Syed Rizvi**

Harvard Law Student & Summer Associate at Vinson & Elkins

### **Rekha Chiruvolu**

Chief Diversity Officer at RAND Corporation

### **Haben Girma**

Disability Justice Lawyer, Author & Speaker

### **David Cross**

Partner & Chair of the Antitrust Litigation Practice at Morrison Foerster

### **Janice Ta**

Partner at Perkins Coie

### **Natalie Kernisant**

Chief Diversity & Inclusion Officer at Morrison Foerster

### **Courtney Munnings, Kavita Ramakrishnan, Aurelia Spivey & Caren Ulrich Stacy**

Diversity Lab Advisory Group Team

“I want to work for a law firm. I just need a law firm that is willing to work with me, so that I can work for it. These commitments are not only necessary to bring the legal industry into the present era, but will hopefully result in our profession once again becoming a leader in promoting equity and justice.” — Syed Rizvi, Harvard Disabled Law Student Association Leader

“At McDonald’s, we truly embrace the importance of our value of inclusion. People with disabilities are an important focal point in this effort, so we are thrilled to collaborate with Diversity Lab and all of these law firms to cultivate a culture of inclusion in the legal profession and beyond through the 10 Disability Inclusion Commitments.” — Kristen Jones, In-House Counsel & Legal DEI Leader at McDonald’s Corporation

“More needs to be done in the legal profession and beyond to hire and retain people with disabilities. The list of actions we’ve created with leading experts and advocates is an excellent step in that direction and I applaud the law firms that are collaborating with us to move forward on them.”  
— Kareem Dale, Director & Senior Counsel at Discover Financial Services; Former Top Advisor to President Obama on Disability Policy at the White House

## Law Firms Committed to Disability Inclusion

Allen & Overy (US and UK)	Fox Rothschild	Morgan, Lewis & Bockius
ArentFox Schiff	Freshfields Bruckhaus	Morrison Foerster
Baker Botts	Deringer (US and UK)	Much Shelist
Baker, Donelson, Bearman, Caldwell & Berkowitz	Frost Brown Todd	Neal Gerber Eisenberg
Ballard Spahr	Greenberg Traurig	Nixon Peabody
Barnes & Thornburg	Hahn Loeser & Parks	Nossaman
Brooks Kushman	Hall Render	O'Hagan Meyer
Brown & James Brownstein	Hanson Bridgett	Ogletree Deakins
Hyatt Farber Schreck	Harter Secrest & Emery	Orrick, Herrington & Sutcliffe
Bryan Cave Leighton	Hogan Lovells US	Paul, Weiss, Rifkind, Wharton & Garrison
Paisner (US and UK)	Holland & Hart	Perkins Coie
Buchanan Ingersoll & Rooney	Holland & Knight	Reed Smith
Carter Ledyard & Milburn	Hurwitz Fine	Robinson+Cole
Cassels Brock & Blackwell	Ivins, Phillips & Barker	Sandberg Phoenix & von Gontard
Chapman and Cutler	Jackson Lewis	Saul Ewing
Clifford Chance (US and UK)	Kaufman Dolowich	Seyfarth Shaw
Clyde & Co	Kennedys (US and UK)	Skadden, Arps, Slate, Meagher & Flom
Cooley	Klinedinst	Steptoe & Johnson PLLC
Cozen O'Connor	Kramer Levin Naftalis & Frankel	Sullivan & Worcester
Crowell & Moring	Lathrop GPM	Tiber Hudson
Davis+Gilbert	Lewis Roca	Tucker Ellis
Dechert	Littler	Ulmer & Berne
Dentons (US)	Locke Lord	Venable
Dinsmore & Shohl	Loeb & Loeb	Waldon Adelman Castilla
Dorsey & Whitney	Manatt, Phelps & Phillips	McNamara & Prout
Duane Morris	Mayer Brown (US and International)	Wilkinson Barker Knauer
Epstein Becker Green	McAndrews, Held & Malloy	WilmerHale
Eversheds Sutherland (US)	McCarter & English	Winston & Strawn
Finn Dixon & Herling	Miller Nash	Womble Bond Dickinson (US and UK)
	Mintz	

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**About Diversity Lab:** We envision a world where the leaders are as diverse as the workforces and communities they represent. For more details, visit [www.diversitylab.com](http://www.diversitylab.com).

**Our Work:** Diversity Lab designs, tests, and measures the outcomes of science-based and data-driven talent practices that allow for fair and equal access to advancement opportunities.

**Our Focus:** Our primary focus is on leaders in law since they often rise to positions of influence in government, boardrooms, courtrooms, and beyond. The more diverse our leadership, the more inclusive and equitable the decisions for the benefit of the entire workforce and society.

**Our Impact:** Inclusion is the goal, greater diversity — in leadership and beyond — is the outcome.