



Diversity at Jones Day

A Core Value. A Commitment. A Community.

A Core Value. Jones Day has a long-standing commitment to diversity, equity, and inclusion, recognizing that a diverse group of lawyers is important to our Firm culture and meets the needs of our clients in a diverse world. We aggressively pursue the hiring, development, and retention of lawyers from historically underrepresented backgrounds. This approach is not box-checking or something achieved in addition to our normal work. It is integral to all of it, from recruiting and hiring, to staffing, mentoring, and advancing the development of each lawyer.

A Commitment. We are focused on recruiting, retention, and advancement of diverse lawyers through visible sponsors, role models, and leaders that allow each lawyer to bring their authentic self to the Firm confident in the support they will find. Our Affinity Groups are active and engaged, creating community across the Firm while supporting young lawyers in developing the skills they need to advance.

A Community. At Jones Day, you will find diverse leaders and lawyers committed to exceptional client service, the rule of law, the legal profession—and to each other. It's a community unlike any other law firm, where colleagues become friends through shared experiences while practicing law at the highest level.



Yvette McGee Brown



Shirlethia Franklin



Hon. Ann Claire Williams (Ret.)

The Justice Ketanji Brown Jackson Confirmation

Our lawyers played prominent roles in support of the confirmation of Justice Ketanji Brown Jackson, the first Black woman named to the United States Supreme Court. Yvette McGee Brown, Partner-in-Charge of Diversity, Inclusion & Advancement, and the first Black woman to serve on the Ohio Supreme Court, was a frequent commentator on a major network's coverage of the confirmation hearings. Shirlethia Franklin, a partner and co-chair of the Firm's Black Lawyers Group, chaired a special committee of The Lawyers' Committee for Civil Rights Under Law that reviewed the Justice's written opinions and legal case work. With the support of Jones Day associates, the committee issued a report strongly supporting the Justice's confirmation based on her commitment to civil rights and the rule of law. The Hon. Ann Claire Williams (Ret.) chaired the American Bar Association's Standing Committee on the Federal Judiciary and testified before the Senate Judiciary Committee that after a thorough review, the committee found Justice Jackson "Well Qualified," its highest rating.



“Perspectives and Pathways” – 1L Diversity Conference

Jones Day’s annual 1L Diversity Conference, “Perspectives and Pathways,” brings together Jones Day lawyers, Firm clients, and first-year law students from across the country for two days of networking, skill-building, and presentations.



Participants at Jones Day’s 1L Diversity Conference, April 22, 2022, Dallas, Texas.

The conference is an opportunity for students to learn about the different perspectives and pathways to a successful legal career through networking with Jones Day lawyers and clients; presentations from Firm leaders; and participation in skills training, such as legal writing, negotiations, and advocacy. Students enhance their leadership skills and network with successful practicing lawyers, while making lasting friendships.

Firmwide Affinity Groups

Commitments to networking, mentor relationships, training, and other opportunities for professional and personal growth drive Jones Day’s ongoing support of six Firmwide affinity groups:

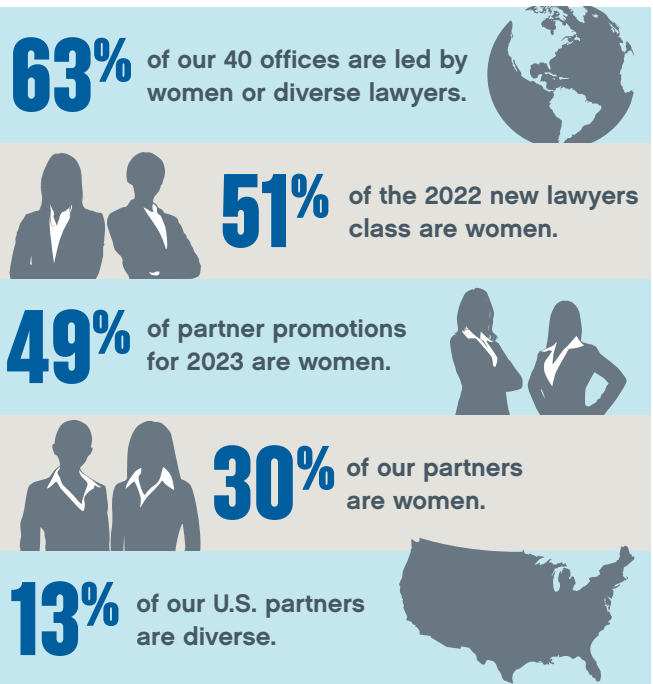
- Asian Lawyers;
- Black Lawyers;
- Hispanic Lawyers;
- LGBTQ+ Lawyers and allies;
- South Asian Lawyers; and
- Women Lawyers.

The groups hold regular meetings and host events designed to foster career development, the sharing of ideas, and a healthy work/life balance.

Please visit www.jonesdaydiversity.com for more information.



KEVYN ORR, Jones Day’s Partner-in-Charge U.S. Offices, leads high-profile client engagements across numerous industries. Prior to his current position, Kevyn was Partner-in-Charge of Jones Day’s Washington Office.



Diverse Leadership.

Our commitment to retaining and promoting the most talented diverse lawyers in the profession is illustrated by their leadership roles in the Firm’s practices, offices, regions, and client service teams.

ONE FIRM WORLDWIDE®

AMSTERDAM	CLEVELAND	HONG KONG	MEXICO CITY	PERTH	SINGAPORE
ATLANTA	COLUMBUS	HOUSTON	MIAMI	PITTSBURGH	SYDNEY
BEIJING	DALLAS	IRVINE	MILAN	SAN DIEGO	TAIPEI
BOSTON	DETROIT	LONDON	MINNEAPOLIS	SAN FRANCISCO	TOKYO
BRISBANE	DUBAI	LOS ANGELES	MUNICH	SÃO PAULO	WASHINGTON
BRUSSELS	DÜSSELDORF	MADRID	NEW YORK	SHANGHAI	
CHICAGO	FRANKFURT	MELBOURNE	PARIS	SILICON VALLEY	

LONDON OFFICE DIVERSITY AND INCLUSION SURVEY

(The questionnaire below is a requirement of, and wording is provided by, the Solicitors Regulation Authority.)

1 Select one category which best describes your role in the firm.

(Reference to solicitors includes Registered European Lawyers and Registered Foreign Lawyers.)

• Solicitor partner - Partners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	17.29%
• Solicitor (not Partner) - All other practising solicitors including assistant solicitors, associates or consultants.	33.83%
• Other fee earning role - Includes fee earners such as trainee solicitors, members of CILEx who are not Chartered Legal Executives (Fellows) or CILEx Practitioners and paralegals i.e. those who are not 'authorised persons'.	9.02%
• Role directly supporting a fee earner - Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.	16.54%
• Managerial role - Includes non-lawyer managers, directors, or members and others such as practice managers, finance or account managers etc.	8.27%
• IT/HR/other corporate services role - Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	11.28%
• Barrister – Individuals authorized by the Bar Standards Board.	0.75%
• Prefer not to say	3.01%

2 From the list of age bands below, please indicate the category that includes your current age in years:

• 16–24	2.99%
• 25–34	40.30%
• 35–44	18.66%
• 45–54	19.40%
• 55–64	14.18%
• 65+	1.49%
• Prefer not to say	2.99%

3 Which gender do you identify with?

• Man	44.78%
• Woman	52.24%
• Prefer not to say	2.99%

4 Is the gender you identify with the same as your sex registered at birth?

• Yes	96.99%
• No	3.01%

5 The Equality Act defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities. If you have a condition which fits the Equality Act definition, please tick 'Yes' even if you are not limited by your condition.

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

• Yes	3.01%
• No	94.74%
• Prefer not to say	2.26%

6 Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

• Yes, limited a little	3.73%
• No	93.28%
• Prefer not to say	2.99%

7 What is your ethnic group?

• Bangladeshi	0.75%
• Chinese	2.24%
• Indian	2.99%
• Pakistani	2.99%
• African	2.24%
• Caribbean	2.24%
• White and Asian	0.75%
• White and Black Caribbean	1.49%
• Any other mixed/multiple ethnic background	3.73%
• British/English/Welsh/Northern Irish/Scottish	66.42%
• Irish	2.24%
• Any other White background	6.72%
• Arab	0.75%
• Any other ethnic group	2.24%
• Prefer not to say	2.24%

8 What is your religion or belief?

• No religion or belief	47.01%
• Buddhist	0.75%
• Christian	35.82%
• Jewish	2.99%
• Muslim	3.73%
• Sikh	2.24%
• Any other religion or belief	1.49%
• Prefer not to say	5.97%

9 What is your sexual orientation?

• Bi	.75%
• Gay/lesbian	7.52%
• Heterosexual/straight	84.21%
• Other preferred description	1.50%
• Prefer not to say	6.02%

10 What type of school did you mainly attend between the ages 11 and 16? If you changed schools, please base your answer on the last two years of your education.

• UK state run or funded school (selective on academic, faith or other grounds)	18.94%
• UK state school (non-selective)	42.42%
• UK independent/fee-paying school (no bursary)	20.45%
• UK independent/fee-paying school (bursary)	1.52%
• Attended school outside the UK	12.12%
• Prefer not to say	4.55%

11 Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18?

• No, neither of my parents attended university	56.39%
• Yes, one or both of my parents attended university	38.35%
• Prefer not to say	5.26%

12 What was the occupation of your main household earner when you were about 14?

• Modern professional and traditional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer, (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	26.32%
• Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager	22.56%
• Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse	6.02%
• Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver	9.02%
• Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff	12.78%
• Small business owners who employed less than 25 people such as corner shop owners, small plumbing companies, retail shop owner, single restaurant or café owner, taxi owner, garage owner	9.77%
• Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	2.26%
• Other, such as: retired, this question does not apply to me, I don't know	4.51%
• Prefer not to say	6.77%

13 Are you a primary carer for a child or children under 18?

• Yes	28.03%
• No	69.70%
• Prefer not to say	2.27%

14 Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?

• No	91.04%
• Yes, 1–19 hours a week	5.22%
• Prefer not to say	3.73%

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BRUSSELS	DÜSSELDORF	MADRID	NEW YORK	SHANGHAI	
CHICAGO	FRANKFURT	MELBOURNE	PARIS	SILICON VALLEY	