

DIVERSITY, EQUITY & INCLUSION

# Embedding DEI Into the Fabric of Our Firm

Greater diversity, equity, and inclusion is a high priority at Winston & Strawn, starting at the top with our strategic business plan that guides firmwide development and operations.

The Diversity & Inclusion Committee, which leads our strategic plan to enhance diversity, equity, and inclusion programs, performance, and profile is a dynamic group of partners and senior professional staff. It includes individuals of different races, genders, and sexual orientations, as well as practice groups and office locations. The D&I Committee also includes key firm leaders such as office managing partners, department and practice group leaders, and members of the executive committee, ensuring that our D&I initiatives are deeply integrated into the firm’s decision-making processes.

Our vision to cultivate a culture where all talented contributors can have and can see a path to long-term success is furthered by a number of recruitment, retention, and advancement initiatives.

As a result of our **1L LCLD Scholars Program** and other recruitment initiatives, our 2024 summer associate class is composed of 61 percent women, 55 percent racial/ethnic minority, and 20 percent LGBTQ+ law students.

Our **Diversity and Inclusion Associate Sponsorship Program**—the centerpiece of our retention and advancement efforts—pairs high-potential diverse associates with a sponsor from the firm’s Executive Committee.

“Participation in Winston’s Diverse Associate Sponsorship Program gave me access to the most influential decision-makers at the firm, which was both inspirational and empowering.”



**KOBI KENNEDY BRINSON**  
CHAIR, DIVERSITY &  
INCLUSION COMMITTEE  
Charlotte



**SYLVIA JAMES**  
CHIEF DIVERSITY &  
INCLUSION OFFICER  
Washington, D.C.



**SHAWN OBI**  
PARTNER & FORMER DIVERSE  
ASSOCIATE SPONSORSHIP  
PROGRAM PARTICIPANT  
Los Angeles



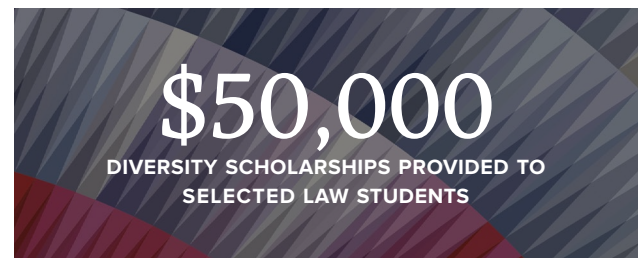
Winston’s **Affinity Groups** play a critical role in the recruitment, retention, and advancement of diverse attorneys throughout the firm. These groups serve as a platform for networking, mentorship, professional development, and empowerment at all levels.

- **Black Lawyers Network (BLN)**
- **DiverseAbility Network**
- **Family Network**
- **First-Gen Professionals Network**
- **La Alianza at Winston (LAW)**
- **Middle Eastern/North African (MENA)**
- **Military Service Network**
- **Winston Asian Leadership Initiative (WALI)**
- **Winston PRIDE**
- **Women’s Leadership Initiative (WLI)**

Through Winston’s **free law school prep course**—The Law School Experience—we are helping to build the diversity pipeline and level the playing field. Students who complete this free, online prep course gain key insights into succeeding in law school and beyond.

## AWARDS AND RECOGNITION

- Achieved Mansfield Certification Plus status every year since its inception.
- Earned 100% on the Human Rights Campaign Foundation's Corporate Equality Index for 15 consecutive years.
- Named by Seramount (formerly Working Mother) as one of the 50 Best Law Firms for Women and Diversity in 2023 and 2024, and for Women in 2022.
- Received MCCA Approved 2023 Gold Seal from Minority Corporate Counsel Association.
- Awarded 2022 Compass Award from the Leadership Council on Legal Diversity.



“My overarching objective is to foster an environment of greater understanding, inclusivity, and equity so that every member of Winston & Strawn has an equal opportunity to succeed and achieve their highest potential.”

**SYLVIA JAMES, CHIEF DIVERSITY & INCLUSION OFFICER**