

DIVERSITY SCORECARD

We at FordHarrison are committed to diversity, both as a core value and as a means to other desirable ends. Our commitment begins in our own workplace. Within the firm we aim for a working environment that mirrors the increasing diversity of the firm's clients and the communities we serve and that also enables the firm to attract and retain top talent. All this allows us to provide superior client service. To these ends we have focused our inclusivity efforts on three strategic objectives:

RECRUIT, RETAIN, ADVANCE

We strive to recruit and hire persons of diverse backgrounds and to keep the talented people we attract. Our Diversity Pipeline Initiative provides the framework for these efforts. This program includes (1) a firm structure in which the Diversity Committee and a designated Diversity Partner share in leadership; (2) a scholarship program for minority law students; (3) a bonus for firm lawyers who assist in the hiring of minority attorneys; and (4) an extensive mentoring network for associates.

CREATE A BETTER WORKPLACE

Based on feedback gathered from focus groups and internal surveys, the firm has implemented changes to foster an affirming and inclusive environment. In the surveys, an overwhelming majority of the firm's lawyers and staff stated that the firm was more committed to the values of diversity and inclusion than anywhere else they had ever worked.

CREATE AN ENGAGED AND ACTIVE WORKFORCE

In addition to the programs described above, the firm has focused more on Cross Cultural Competence ("FH-C3"), particularly to bridge cultural differences that often lead to divisiveness and stereotyping. The firm's FH-C3 goal is to redefine our thought process as a law firm, individual lawyers and community citizens. FH-C3 will help us identify "best practices" to ensure that FordHarrison offers an optimum work environment and opportunities for our lawyers to grow, develop and move along the cultural competence continuum to Cultural Proficiency.

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Recognition of FordHarrison's Diversity Initiatives

Regionally and nationally, our firm has received numerous honors and awards in recognition of our sustained diversity initiatives. The following are a few recent examples.



In 2014 the **Women in Law Empowerment Forum (WILEF)** awarded the firm its fourth consecutive **Gold Standard Certification for its Commitment to the Advancement of Women**. The rigorous certification process that led to this award examined scores of firms around the country, looking beyond merely the percentage of women that the eligible law firms employed and focusing on whether women were represented in positions of power and among top earning attorneys. FordHarrison was one of only seven firms in 2014 to meet all six leadership role scoring criteria.

FordHarrison is a member of the Leadership Council on Legal Diversity (LCLD), a growing organization of over 220 corporate chief legal officers and law firm managing partners personally committed to creating a truly diverse legal profession.



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

In 2015, Law360 listed FordHarrison as one of the:

- Top 100 Best Law Firms for Minority Attorneys based on the firm's minority representation at the partner and nonpartner levels and its total number of minority attorneys.
- Law360 Ceiling Smashers, one of 25 law firms that have made significant strides toward gender equity at their highest ranks.
- 100 Best U.S. Law Firms for Women, placing in the top 10 of the list.



FordHarrison is recognized as a Diversity Partner by the **Litigation Counsel of America (LCA)**. To qualify for this designation, a law firm must have a minimum of four attorneys recognized as Fellows by the Litigation Counsel of America.

The firm ranked as one of the nation's top law firms on **The American Lawyer's 2013 Diversity Scorecard**. This is the publication's annual ranking of firms according to the proportion of minority representation within their respective partnerships and overall lawyer populations.

FordHarrison School in Cambodia:

The FordHarrison School, in the Prey Veng Province of southeastern Cambodia, was formally opened on January 3, 2013 with a dedication ceremony after months of fundraising and planning. The firm's attorneys and staff raised more than \$80,000 to build and equip the school and to provide long-term funding.

