

ashurst

The year '2021' is rendered in a large, white, outlined font. The numbers are intertwined with vibrant, multi-colored ribbons that flow across the page. The ribbons feature a spectrum of colors including purple, pink, red, orange, yellow, green, and blue, creating a dynamic and celebratory visual effect.

2021

Inclusion, Diversity & Belonging
Annual Report

2021



A MESSAGE FROM	4
OUR GLOBAL CHIEF EXECUTIVE OFFICER AND GLOBAL CHAIR	4
OUR GLOBAL CO-HEADS OF INCLUSION, DIVERSITY & BELONGING	4
OUR YEAR IN NUMBERS	6
OUR FOCUS	8
IDB ACTION PLAN	9
OUR TARGETS	10
IDB GOVERNANCE	11
KEY ACHIEVEMENTS	14
GLOBAL PARENTAL LEAVE POLICY	15
MINDFUL BUSINESS CHARTER	16
LET'S TALK ABOUT IT IDB PODCAST SERIES	17
OUR HIGHLIGHTS & AWARDS	18
OUR CLIENT COLLABORATIONS	19
OUR ACTIVITY	19
CARING RESPONSIBILITIES	21
DISABILITY & WELLBEING	22
LGBTI+ INCLUSION	24
GENDER EQUALITY	26
MULTICULTURALISM	27
SOCIAL INCLUSION & MOBILITY	28
MEET OUR NETWORKS	30
INCLUSION, DIVERSITY & BELONGING TEAM	31

A Message From

OUR GLOBAL CHIEF EXECUTIVE OFFICER AND GLOBAL CHAIR



We are delighted to share Ashurst's Inclusion, Diversity and Belonging (IDB) annual report for 2021, outlining our achievements, activities and impact in this space.

In 2020, Ashurst adopted the firmwide goal of putting diversity at the heart of everything we do. This goal has supported a sustained focus on a wide range of inclusion, diversity and belonging initiatives and we are pleased that we continue to make good progress.

The release of our 2021-2023 IDB Action Plan reinforces our goals and motivates us to keep evolving our approach to inclusion, diversity and belonging and working together to create extraordinary outcomes for our people, clients and community.

This year, our 2018-2021 gender targets came to a close. We are pleased that we exceeded two of the three targets with 31% of legal management / leadership roles held by women (target 30%) and 61% of senior business services roles held by women (target 50%) as at May 2021. Our global partnership was made up of 29% women, falling short of our 33% target. We are making progress, and are proud that our executive team is 50% women and that over three quarters of new partners in 2021 were women, building on the two thirds of woman partner promotes in 2020. However, we know that there is more work to do, and with the close of our 3-year gender targets, this year also saw the firm refresh and expand our IDB targets. The five-year targets see a broadening of focus areas, with the introduction of a global LGBTI+ target, ethnicity targets in the UK and renewed gender equity targets.

Our 2021 employee engagement survey saw IDB recognised as one of the top rated scores, with employees stating that Ashurst promotes a diverse and inclusive environment. This is encouraging, as ultimately the everyday experience we create within the firm for our people needs to be built on a culture of inclusion.

We hope you enjoy reading about our IDB achievements in 2021 and our focus for the future. We look forward to playing our part in achieving our goal of putting IDB at the heart of everything we do.

PAUL JENKINS AND KAREN DAVIES



OUR GLOBAL CO-HEADS OF INCLUSION, DIVERSITY & BELONGING

In 2021, we reflect upon the continued resilience of our colleagues, the generosity of spirit shared among our global teams and the progress made against our Inclusion, Diversity & Belonging (IDB) goals.

It's been an exceptionally rewarding twelve months as we developed and launched our new IDB Action Plan which outlines our focus, commitment and specific objectives to support the firm's strategic goal of putting IDB at the heart of everything we do. The action plan was developed through extensive consultation with partners and colleagues across the global firm. This work was led by the Committed to Change Advisory Group which is chaired by our Global CEO and comprises of Executive Team sponsors, Partners and Functions Heads as well as employee representatives. We are grateful for their contributions and are delighted by the reception and commitment from the broader firm to achieving our IDB goals and making Ashurst an extraordinary place to work.

Another big moment this year was the launch of FamilyCare at Ashurst. In July, we introduced a globally consistent framework and entitlements for gender neutral, generous and flexible parental leave and expanded support for colleagues who experience pregnancy loss or are accessing fertility treatment. So much more has happened in the IDB space in 2021, thanks to the sustained energy and commitment from partners and colleagues across our global firm, including the introduction of the Pronouns Project, our comprehensive Allyship Guide and Active Allyship workshops, the launch of the Ashurst Muslim Network and the continued engagement with initiatives, events and celebrations led by our Networks.

Thank you to our partners, colleagues, clients and community partners for the contributions you have made to the firm's Inclusion, Diversity and Belonging programme. We look forward to working with you all in 2022.

KATE SOWDEN AND NICOLE WILLIAMS





OUR YEAR IN NUMBERS



236+

WELLBEING ALLIES GLOBALLY



140 COMMITTED TO CHANGE LEADERS

500+

EMPLOYEES AND PARTNERS ARE ACTIVE MEMBERS OF OVER 30+ IDB NETWORKS GLOBALLY

79%

OF PARTNER PROMOTES ARE WOMEN



58% WOMEN IN THE BUSINESS

7,907

IDB HOURS BILLED GLOBALLY



70+ REVERSE MENTORING RELATIONSHIPS

IDB ACTIVITY ACROSS ASHURST SOCIAL MEDIA CHANNELS

22,008 NUMBER OF ENGAGEMENTS

32 IDB RELATED POSTS

244,481 IMPRESSIONS



IDB ON THE WEB



18,811 WEBSITE LINK CLIKS



IDB PROGRAMMES AND INITIATIVES



290+

LISTENS TO THE NEWLY RE-LAUNCHED LET'S TALK ABOUT IT PODCAST SERIES

400+

SIGN UPS TO THE PRONOUNS PROJECT

IDB EVENTS



36+

IDB EVENTS HELD ACROSS THE GLOBE



56

IDB TRAINING SESSIONS HELD ACROSS THE GLOBE



Inclusion, Diversity & Belonging

Our Strategy and Focus

At Ashurst, our strategy is to put diversity at the heart of everything we do. Fostering a diverse and inclusive culture where everyone feels a sense of belonging is key to our vision of being the most progressive global law firm. It allows us to offer exceptional service to our clients and create a great place for our people to work. Our culture is built around embracing and celebrating the rich dimensions of our diversity. We recognise there are many spectrums of diversity at Ashurst.

We have identified six key areas of focus:

 <p>CARING Responsibilities</p>	 <p>Disability and Wellbeing</p>	 <p>Gender</p>
<p>LGBT⁺</p>	 <p>Multiculturalism</p>	 <p>Social Inclusion and Mobility</p>

IDB Action Plan

The Inclusion, Diversity & Belonging (IDB) Action Plan 2021-2023 outlines the firm's overarching inclusion strategy, our focus areas, commitment and specific objectives to support the firm's strategic goal of putting IDB at the heart of everything that we do.

The plan was developed through extensive consultation with our staff and partners to ensure global coverage. We recognise there are many spectrums of diversity at Ashurst, but have identified six key areas of focus in the plan being our 'diversity strands' which are underpinned by eight inclusion priorities. The plan sets out the practical steps that we will collectively take in order to achieve these goals in order to progress IDB within the firm.

While the plan provides a consistent global framework, we encourage all our offices to continue to introduce new ideas and develop their plans and initiatives as appropriate.

1. LEADERSHIP



Strengthening our leadership engagement and accountability for inclusion, diversity & belonging (IDB) outcomes.

2. ADVOCACY



Increasing the role of active allies at Ashurst who will amplify the voice of others, call out injustices and role model inclusive behaviours.

3. AWARENESS AND EDUCATION



Raising awareness and providing education opportunities around inclusion, diversity & belonging issues and challenges.

4. PROCESS AND POLICY



Ensuring our policies, processes and systems support an inclusive and diverse working environment.

5. INTERSECTIONALITY



Building greater awareness and understanding of intersectionality, and applying the concept of intersectionality across our IDB strategy.

6. RECRUITMENT, RETENTION AND ADVANCEMENT



Recruiting, developing and retaining a diverse workforce that is reflective of the communities in which we operate.

7. DATA DRIVEN APPROACH



Using a data driven approach to inform key inclusion, diversity and belonging decisions and support interventions.

8. NEW WAYS OF WORKING



Using technology and hybrid/agile working to build employee engagement and a culture of inclusion.

Our Inclusion, Diversity & Belonging Targets

In conjunction with the launch of the 2021-2023 IDB Action Plan, we have set new five year targets which see a broadening of focus areas, with the introduction of a global LGBTI+ target, ethnicity targets in the UK and renewed gender equality targets.

The new targets were set by the Board in consultation with the Executive Team and the Committed to Change Advisory Group.

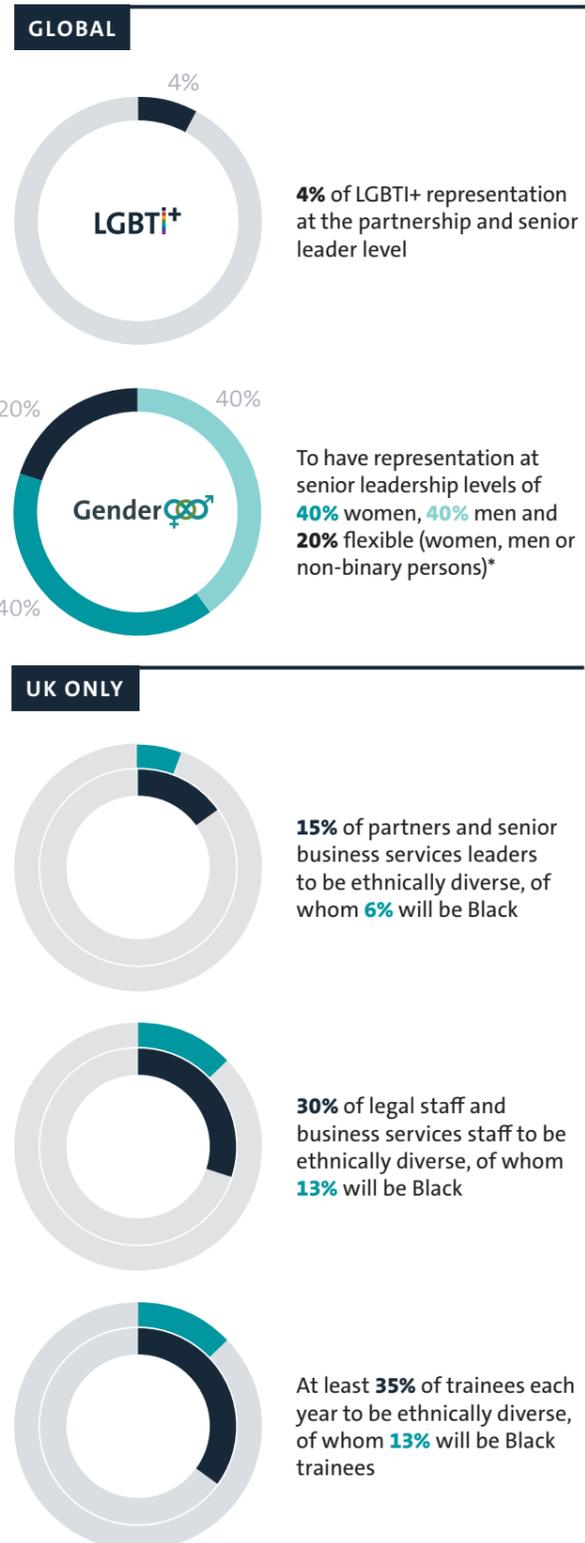


“As an Executive Team sponsor for the Gender, Multiculturalism and Social Inclusion & Mobility Strands, aspirational targets were a key area of discussion. These targets are part of a multi-pronged approach to ensure that we are putting diversity at the heart of everything we do. They are designed to attract and retain talented people from all backgrounds and to ensure that we open up opportunities for advancement and promotion. The goals we have set ourselves are rightly challenging. Success will require all of us to play a part – we can all contribute to creating an environment that welcomes diversity and creates a safe inclusive space where talent is encouraged to flourish regardless of background. I feel confident that if we work together, we will meet the challenge we have set ourselves.”

JASON RADFORD
Partner, Division Co-Head



TO BE ACHIEVED BY 2026



*Gender - this global target applies to Partners and senior leadership roles and recognises the spectrum of gender identity and broader diversity focus areas. The target will be applied and measured separately across three groups: Global Partnership; Senior Leadership Roles (Legal) and Senior Leadership Roles (Business Services).

IDB Governance

Our leaders play a critical role in embedding inclusion through their commitment to drive our strategy and progress against our action plan.

COMMITTED TO CHANGE ADVISORY GROUP

The Committed to Change Advisory Group is chaired by Ashurst’s Global Chief Executive Officer, Paul Jenkins, and comprises of Executive Team Sponsors, Strand Champions and employee network representatives who advise on the development and implementation of the firm’s IDB strategy. The Advisory Group has representation across various practice areas and regions across the globe to ensure diverse viewpoints and perspectives are taken into account. They work closely with the IDB team to develop the action plan, advise on areas of priority and ensure that the strong commitment and engagement of IDB in the firm is embedded and upheld.

NETWORKS

While we have a global strategy and our initiatives are increasingly global, we take a think global, act local approach. We understand that our regions have varying legislation, culture and priorities. Our networks and the IDB team play a key role in the delivery of the items listed in the Action Plan and ensure that regional nuances are taken into place.

COMMITTED TO CHANGE COMMUNITY

The Committed to Change (C2C) programme was launched in 2017 by Paul Jenkins with a purpose of increasing the number of leaders proactively engaged in taking forward the firm’s IDB agenda.

The launch of the C2C community will now see advocates step up alongside our leaders. The C2C Community provides a platform for Leaders and Advocates to demonstrate their allyship and continue building their knowledge on the topic of inclusion.



“Advocacy and playing a part in creating an inclusive and supportive working environment at Ashurst are at the core of the Committed to Change program. I am committed to amplifying the voices of others, calling out injustices and being a role model for inclusive behaviours to ensure that all our people feel a genuine sense of belonging.”

JAMES FLETCHER
Partner



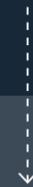
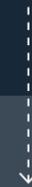
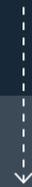
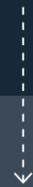
IDB Governance Map

CCAG Strands

EXECUTIVE SPONSORS

STRAND CHAMPIONS

NETWORK REPRESENTATIVES



Networks

NETWORK LEADS

NETWORK COMMITTEE

NETWORK MEMBERS



C2C Community

C2C LEADERS

C2C ADVOCATES

committed to

CHANGE

Key Achievements



FAMILY CARE AT ASHURST

At Ashurst, we want to ensure that all of our people with caring responsibilities – which makes up a large proportion of the firm – feel supported in their role as carers and have access to adequate tools and policies that help them thrive and develop in their careers.

We have established a Global Parental Leave Policy that applies consistent entitlements to all of our people across all offices which include:

- 26 weeks fully paid leave – available to any eligible staff member irrespective of gender identity;
- No distinction between primary/secondary and maternity/paternity - no gendered language with a strong focus on gender equality;
- Enhanced leave options including more flexibility within the first two years after the child's birth/adoption, where leave can be taken in one consecutive block, two blocks or may incorporate a fixed term part time arrangement;
- Inclusion of surrogacy, foster and kinship care;
- Pregnancy Loss Provisions which includes two weeks paid leave plus an additional five days for related appointments;
- Inclusion of five days paid leave per year for anyone needing to access fertility treatments; and
- Legal staff to have a three-month reduction in chargeable hours targets when they return from extended parental leave to support their transition back to work.

We also offer all staff the opportunity to participate in 1:1 parental leave coaching.



FAMILYCARE



“Our priority is to recognise and support the diversity of family life. At times this involves navigating incredible challenges as well as incredible joy. We have taken a market leading approach globally to ensure our people have the support they need to pursue their aspirations for their family and career.”

ANDREA BELL
Chief People Officer





MINDFUL BUSINESS CHARTER

The firm has launched (and refreshed in the UK) the Mindful Business Charter (MBC) which aims to bring the business community together to reach a shared agenda for supporting mental health and wellbeing. It outlines best practice, behavioural principles, and ways to tackle and reduce avoidable stress within the workplace.

The MBC is a commitment by the firm to prioritise the wellbeing of its people. The MBC achieves this through a framework which is designed to promote and enable conversations on this topic, and directs us all to move towards more thoughtful and considered methods of working that can reduce unnecessary individual and team stress.



“At Ashurst the wellbeing of our people is one of our core commitments and I’m delighted that we were one of the first law firms to become signatory to the MBC. We have gained great momentum in the UK and it’s empowering to be represented amongst a collective of firms and organisations committed to changing avoidable working practices that can cause mental health and wellbeing issues. The Charter directs us all to be more thoughtful about placing unnecessary stress on individuals and teams alike. I am pleased to see the Charter rolled out globally across Ashurst.”

KAREN DAVIES
Global Chair



LET’S TALK ABOUT IT PODCAST SERIES

The IDB team re-launched its internal monthly podcast series.

Each month, the team delivers a podcast featuring important discussions on a range of topics related to each of the firm’s IDB focus areas including: multiculturalism, gender, LGBTI+, caring responsibilities, disability and wellbeing, and social inclusion and mobility.

Our current podcasts include:

EPISODE 1: THE IMPORTANCE OF PRONOUNS

Paul Wilson (He/Him) sits down with Anna Burn (She/They) and Joshua Williams (He/Him) to discuss the importance of sharing pronouns.

EPISODE 2: UBUNTU (I AM, BECAUSE WE ARE)

Anna Duron and Dieter Mack explore the concept of Ubuntu and provide practical steps on how we can apply it to our daily lives.

EPISODE 3: TAKING UP SPACE

Jay De Oliveira sits down with Chelsea Kwakye to discuss the book Taking Up Space.



“Ubuntu is a tonic for the soul- it reminds us of our humanity and interconnectedness. Ubuntu calls us all to walk in the shoes of others, and to ask ourselves how we can be of help to them in all sincerity, dignity and respect, whether in big or small ways. Ubuntu is about living better together and embracing our diversity.”

ANNA DURON
Avocat au Barreau de Paris



Our Highlights and Awards

DIVERSITY CAMPAIGN OF THE YEAR:

The Race and Ethnicity, Equality Group (REEG) won the Scottish Herald Diversity Campaign of the Year for the Addressing Race campaign which was created to gather evidence around the experiences of the firm's ethnically diverse population and use that qualitative data to drive progress. The multi-faceted campaign included feedback from Ashurst's ethnically and culturally diverse people, analysis of the demographics of the firm and most importantly, a clear ask for our leaders to educate themselves and take meaningful action.

SHORTLISTED EMPLOYEE NETWORK OF THE YEAR

The Race and Ethnicity, Equality Group was shortlisted for the Outstanding Employee Network of the year.

DIVERSITY INITIATIVE OF THE YEAR

Ashurst won the Australasian Law Awards 2021 for the Diversity Initiative of the year for our work towards greater disability inclusion.

PEOPLE IN LAW AWARDS

Ashurst won best apprenticeship initiatives, best social mobility initiative and award for best overall HR initiative. Judges were impressed by Ashurst's joined up, multi-strand approach to driving social mobility in recruitment, with notable elements including school leaver legal apprenticeships, reverse mentoring, use of gamification in the recruitment process, and the decision to drop A level results as a recruitment criterion, which together resulted in a significant shift to diverse and state school backgrounds both in applications received and in graduate intake.

AAGEE 2021 TOP 40 INTERN PROGRAM

The firm ranked 12th up from 27th last year.



"Inclusion, diversity and belonging is at the heart of everything we do and as a first step, the Addressing Race campaign has resulted in a change in mindset which will allow us to build on our objectives and create long-lasting, meaningful change."

MIKE POLSON
Partner



"I set up the Race and Ethnicity Equality Group (REEG) to explore and challenge the lack of representation of ethnically diverse people in the City. Since 2019, REEG has influenced the implementation of ethnicity targets, established an annual listening exercise to gather lived experiences of our people, and worked with the Ashurst Black Network and Muslim Network to understand the variety of interventions that need to be applied to ensure we attract, retain and develop our talent. I am delighted to have this work recognised by the European Diversity Awards."

ANEESA KHAN
Associate



Our Client Collaborations

MADRID NETWORKING EVENT

The IDB Committee in Madrid hosted a networking event aimed at connecting the most prestigious women working in the banking legal sector in Madrid. The evening organised by Irian Martinez (Partner) featured a trip to the Magritte exhibition at Museo Thyssen-Bornemiza followed by dinner and cocktails on the museum terrace.

PRIDE EVENT WITH CREDIT SUISSE

London Pride may have been postponed for another year, but it didn't stop Ashurst and Credit Suisse from celebrating the LGBTI+ community and its allies. The firm and Credit Suisse's LGBTI+ networks hosted a Pride themed pub quiz, where attendees could test their knowledge and celebrate pride.

LLOYDS BANK

Ashurst partnered with Lloyds bank to provide employability outreach events for students from underrepresented backgrounds. The first event highlighted the breadth of different roles in the legal industry (i.e. Inhouse, private practice, etc) and the second event provided career guidance for diverse candidates.



Ashurst and Credit Suisse's Pride event hosted in the London Office



Networking Event hosted at the Museo Thyssen-Bornemiza in Madrid



Ashurst and Credit Suisse's Pride event hosted in the London Office



Networking Event hosted at the Museo Thyssen-Bornemiza in Madrid

Our Activity

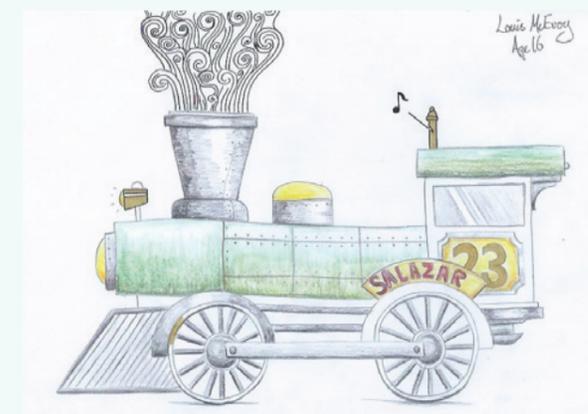
CARING Responsibilities



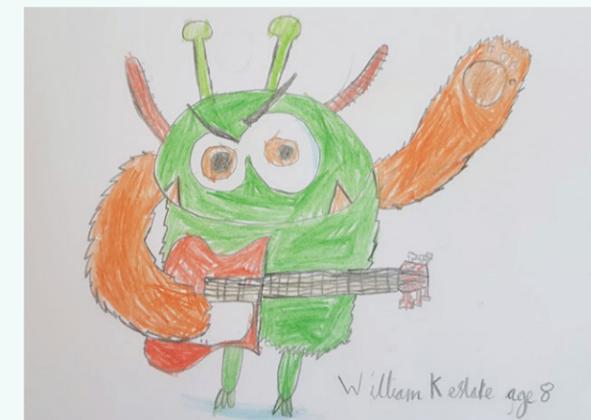
We know that our partners and employees can be their best when they are supported both professionally and personally, we are focused on empowering our people to find the flexibility they need to accommodate their varied responsibilities. Many people assume multiple caring responsibilities over the course of a lifetime and these responsibilities may vary as personal circumstances change.

2021 HIGHLIGHTS:

- **GLOBAL PARENTAL LEAVE POLICY** – As part of our commitment to supporting people personally and professionally we launched the Global Parental Leave policy which introduced progressive changes and a globally consistent framework and parental leave entitlements across all our offices. For more information see page 15.
- **DRAW WITH ROB** – The UK Family Matters Network hosted a virtual drawing competition in which employees and their families were invited to draw with award winning author/illustrator Rob Biddulph.
- **BALANCING CAREER AND CAREGIVING** – An important workshop delivered by Flourish Consultancy on how carers can navigate conversations that count while working from home with their families.
- **WHAT IS ESTATE PLANNING AND WHY IS A WILL IMPORTANT?** – A workshop delivered by succession law specialist, Angela Cornford-Scott, who shared and broke down the basics of estate planning.
- **FERTILITY IN THE WORKPLACE WORKSHOP** – Partnered with The Pink Elephants Support Network to deliver a learning workshop designed to assist individuals better support their colleagues impacted by early pregnancy loss.



Drawing from the 'Draw with Rob' virtual competition



Drawing from the 'Draw with Rob' virtual competition

- **KIDS, TEENS AND SCREENS** – Workshop delivered by digital wellbeing expert Dr Kristy Goodwin, providing realistic strategies to help parents navigate the online world with their children.
- **PARENTAL PALS MENTORING** – Programme designed to help support new working dads by connecting them with other Ashurst dads that have been through the parental leave process, and that can help dads navigate the period before leave, during leave and after return to the office.



Disability and Wellbeing

It is critical that we ensure that our premises and work environment are inclusive and accessible to all our people. We know that not all disabilities are visible, as a firm we continue to raise awareness to promote a culture that is supportive with regards to both physical and mental health.

2021 HIGHLIGHTS:

- **WORLD MENTAL HEALTH DAY** – several events focusing on this year’s theme of ‘Mental Health in an Unequal World’ were held across our various global offices.
- **MINDFULNESS MAY** – The disABILITY Network and the Wellbeing Allies invited everyone to take part in 30 days of Mindfulness with Headspace, the global leader in mental Wellbeing. The challenge was aimed at promoting positive mental health as well as reducing stigma around mental health discussions.
- **WELLBEING ALLIES TRAINING** – We conducted mental health first training globally in order to further boost our firm and wellbeing Allies.
- **GET TO KNOW ASIA’S WELLBEING ALLIES** – The Asia Wellbeing Allies hosted a series of interviews to give everyone the opportunity to get to know the wellbeing allies.
- **YOU ARE NOT ALONE** - Glasgow Wellbeing Allies hosted various informal sessions where they shared their personal experiences of life in lockdown as well as some of the tolls and resources they used along the way.
- **ANXIETY, THE BRAIN AND WHAT TO DO** - Erin Quinane (Head of Cognitive Health, Risk Advisory) shared her personal mental health journey and practical ways that you can keep feelings of anxiety at bay if you are starting to feel overwhelmed.
- **WORKPLACE ADJUSTMENTS PASSPORT** – The Passport is designed to encourage open and honest communication about the adjustments needed in the workplace to support employees living with disabilities and to help partners and line managers ensure equal access and opportunities for all.
- **VIRTUAL EVENT WITH EMMA WIGGS** – The disABILITY Network welcomed Emma Wiggs, an Olympic and European Champion to share her experiences and provide us with tips on resilience.
- **WORKPLACE WELLBEING: TAKING FORWARD THE LESSONS LEARNT FROM 2020** – Panel discussion with Lynda Tully, Dennis Sullivan, Larissa Toozoff and Ali French who shared their reflections on workplace wellbeing, identified the key wellbeing lessons and takeaways from 2020, and discussed how they might be applicable for us in the future.
- **SLEEP WEBINAR** – The IDB Committee in Paris hosted a webinar which explored the current state of play for sleep among the French population. The webinar also highlighted the importance of sleep and provided practical steps and measures to help improve sleep.
- **FEEL GOOD BAROMETER** – with the continuation of working from home due to the Covid 19 Pandemic, the IDB Committee in Germany established an anonymous survey containing one mandatory question “How do you feel.” The survey with significant rates of completion presented a snapshot of the overall mood in the German offices and was further supported by the Mental health First Aid Training sessions.



“I have had experiences in dealing with mental health and stress in 2018/19. At the time, I had no idea that I was suffering. It took a colleague to point it out to me, but even then I pushed on until my body started to rebel against my own judgement. I am eternally grateful for the kindness and support my colleague showed me and I would like to be able to support others when they are in need, even if they don’t realise it at the time. I strongly believe that both managers and peers need to feel responsible for everyone’s mental health these days. As a team member it’s our responsibility to support one another and intervene, just as we would if we witnessed something like bullying.”

JENNY CHEUNG
Head of Business Development, Asia



LGBTI+

We aim to foster a supportive and inclusive culture where our people can bring their whole self to work, regardless of their sexual orientation or gender identity. Our LGBTI+ employee network, Spectrum, continues to have a significant and positive impact for the firm's LGBTI+ community and their allies, providing education and awareness on LGBTI+ issues.

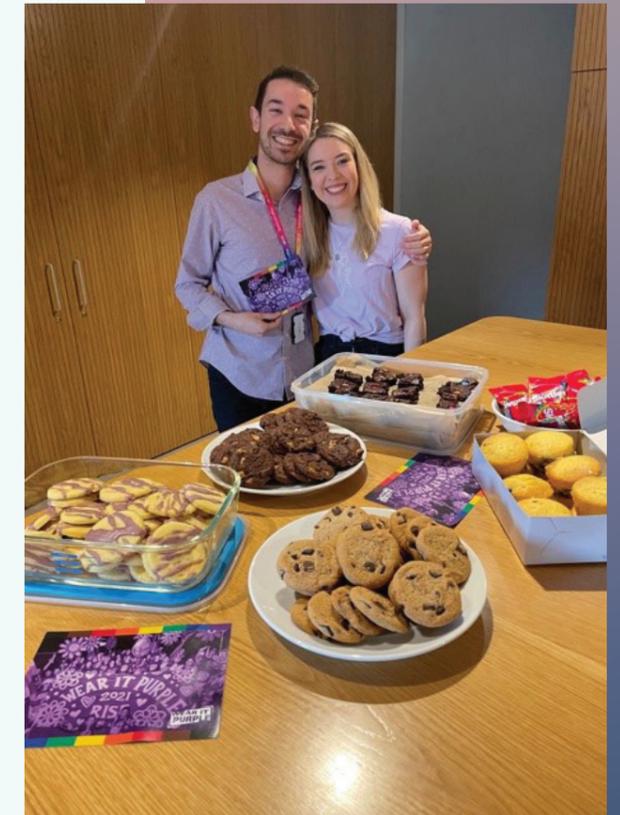
2021 HIGHLIGHTS:

- **WEAR IT PURPLE DAY** – The Spectrum Network hosted a live global webinar in celebration of this year's theme LGBTI+ Families: An Inclusive Approach to Parenting. The webinar saw Thomas Karalis (Counsel, London) sit down with panelists Samantha Banfield (Director of Change & Business Improvement, Ann Street), Rodrigo Romero Hidalgo (Senior Associate, London) and Leahy Pori (Practice Executive, Sydney) to discuss the various possibilities and real-life challenges that LGBTI+ families face in starting families and raising children.
- **LGBTI + WORKPLACE AWARENESS AND EFFECTIVE ALLY TRAINING** – Tristan Blom (Learning & Development Manager) became an endorsed trainer for the Pride in Diversity's LGBTIQ Trainer and provided training to both the EMEA and Asia-Pacific regions on LGBTI+ workplace inclusion and allyship.
- **PRONOUNS PROJECT** – The respectful and correct usage of gender pronouns creates a safe space and shows respect for people of all sexes and gender identities. The US REP'd Committee and Spectrum launched the Pronouns Project, allowing participants the option to add pronouns to their email signatures.

- **PRO BONO AND STRATEGIC LITIGATION FOR LGBTI+ RIGHTS** – To mark International Day Against Homophobia, Transphobia and Biphobia (IDAHOBIT), the Brussels office hosted a virtual talk with Arpi Avetisyan, Head of Litigation at ILGA-Europe (one of the firm's Pro Bono clients). Arpi explored strategic litigation, pro bono support and the role that law firms can play together with civil society organisations.
- **TRANS RIGHTS ARE HUMAN RIGHTS: WHERE TO FROM HERE** – Brisbane Spectrum in partnership with Pride in Law, hosted an important panel discussion on trans rights. The discussion involved members of the trans community and lawyers working with the community, where they discussed the challenges and opportunities, as well as their experiences as trans people and allies.
- **PERTH PRIDE PARADE** – The Perth office alongside corporate partner, Out For Australia, marched in the Perth Pride Parade at Gloucester Park.
- **SPECTRUM AND WOMEN'S NETWORKING COMMITTEE BOOK CLUB** – The book club has continued virtually discussing a broad range of LGBTI+ and women's literature, including the Man Booker Prize winning Girl Woman Other, the Pulitzer Prize winning Less, and the classic Australian memoir Holding the Man.
- **TRANS & NON-BINARY INCLUSIVITY WORKSHOP** – Our UK offices received training from Global Butterflies. The Sessions covered trans awareness and how to be a supportive colleague and ally.



Me the Drag Queen and Jay De Oliveira at Ashurst and Credit Suisse's Pride event hosted in the London Office



Jordan Soresi and Cairo Leicester at Wear it Purple Day event in the Perth office



The Perth team marching at the Perth Pride Parade with Out For Australia

Gender

Creating a workplace that is committed to improving gender equality and balance within the firm is important to us. Women make up over half of our business and it is critical we retain and nurture this talent by providing opportunities to develop and thrive.

2021 HIGHLIGHTS:

- **INTERNATIONAL WOMEN'S DAY** – several events focusing on this year's theme of #ChoosetoChallenge were held across our various global offices including:
 - o An ESG podcast episode with Paul Jenkins (Global Chief Executive Officer) and Elizabeth Broderick (Chair-Rapporteur of the UN Working Group on Discrimination against Women and Girls) in which they discuss the IWD theme and Elizabeth's work around gender equality;
 - o Virtual event with Deborah Francis White comedian and host of the Guilty Feminist podcast who discussed how better to include ourselves and others in celebration of International Women's Day;
 - o A webinar with Rabia Siddique, an international criminal and humanitarian lawyer, retired British Army senior officer, former war crimes and terrorism prosecutor and hostage survivor, who shared her inspiring story of choosing to overcome discrimination and stand up for equal recognition;
 - o A virtual panel event in which the US REP'D Committee discussed challenging bias in a challenging world, how to recognise gender bias in the workplace and practical steps that can be taken to call out bias as well as the importance of doing so; and
 - o A cocktail hour where Tasha Clavan (Learning & Development Manager) sat down with Samantha Banfield (Director of Change and Business Improvement) to discuss Sam's decorated and fascinating career journey.



Virtual event with Deborah Francis White in the UK

- **PIONEERING WOMEN IN SCOTTISH LAW** – The Glasgow Women's Network concluded their Pioneering Women in Scottish Law film series with a short film followed by a live Q&A with Denis-Smith, the Founder of First 100 Years and Obelisk Support.
- **GENDER NEUTRAL DRAFTING POLICY** – The UK Women and Spectrum Networks launched a Gender Neutral Drafting Policy aimed at ensuring the language we use to describe ourselves and each other is a powerful reflection of our values as a firm. Using gender neutral language celebrates and empowers women and non-binary people at Ashurst and has been shown to decrease implicit biases.
- **CREATE YOUR CAREER** – London Junior Women's Network hosted "Create your Career", a three-part training series focused on helping junior women across the firm develop the confidence and communication skills to project the best versions of themselves throughout their careers.
- **BREAKING BARRIERS WITH ASHURST** – The Glasgow Women's Network held a panel discussion which focused on the alternative roles within a law firm which are open to many educational backgrounds. The session covered continuous progression and personal development opportunities, career changes and transferable skills.
- **FEMALE EMPOWERMENT WORKSHOPS** – Joined by Life Coach and Ashurst-alum Jess Heading who shared the following learning workshops (1) Right-brain Renaissance - Cultivating creativity, flow, intuition and emotional well-being when left-brain logic has taken over; and, (2) Authentic Power - How to be yourself when it seems the world is telling you to be different.
- **WOMEN ON BOARDS** – The Melbourne Women's Networking Committee hosted a webinar that featured a panel of speakers who shared their boardroom experience, with a focus on gender and diversity.

Multiculturalism

As a global firm with 29 offices spanning across the world, we recognise the importance of celebrating the diverse backgrounds, faiths and cultures that make us unique and make up our workforce, so that all partners and employees feel a genuine sense of belonging.

2021 HIGHLIGHTS:

- **ASHURST MUSLIM NETWORK** – The Ashurst Muslim Network was launched globally and aims to provide Muslim colleagues with a safe and comfortable space to discuss their experiences as well as champion inclusivity within the firm and support diversifying recruitment.
- **LUNAR NEW YEAR** – Our offices celebrated Lunar New Year with a Chinese cook along where employees were provided with a dumpling masterclass hosted by the School of Wok.
- **IN CONVERSATION WITH CATHERINE FOX** – Ashurst partnered with the Asian Leadership Project to deliver a compelling two-part series featuring in-depth conversations by leading Australian commentator Catherine Fox where she sat with (1) Yeesum Lo and; (2) Que Minh-Luu to discuss leadership, culture and the bamboo ceiling.
- **THE DIVERSITY ILLUSION: WOMEN AND PEOPLE OF COLOUR ARE GETTING INVITED TO THE PARTY NOW, BUT ARE THEY BEING ASKED TO DANCE?** – An internal panel discussion which touched on the effectiveness of diversity and inclusion initiatives and what we can do to continue to push the needle forward.

- **BLACK HISTORY MONTH** – The US REP'D committee celebrated Black History Month by launching a Newsletter Series aimed at elevating Black voices, celebrating Black achievements and providing education resources that emphasised the rich history and culture that Black people have had in society. In the UK the Ashurst Black Network welcomed Afua Hirsch to discuss her book Brit(ish) in which she explores her own identity and tries to understand where injustice and structural unfairness in British society comes from. Afua also discussed how we can all strive for racial equality within our organisations and as individuals in order to create an inclusive culture where everyone feels they belong.



Afua Hirsch and Catherine Gokah at Black History Month Event hosted in the London office



Chef Tutor Emma teaching virtual cooking class for Lunar New Year

Social Inclusion and Mobility

We view diversity as a critical component of our business strategy, ensuring we recruit, retain and promote the best people from the broadest talent pools. We are taking active steps to appeal to those who do not have a ‘typical’ or ‘traditional’ background

2021 HIGHLIGHTS:

- SOCIAL INCLUSION & MOBILITY MENTORING** – The UK Social Inclusion & Mobility network launched a mentoring programme which provides both mentors and mentees with the opportunity to exchange knowledge and valuable insights and is designed to help guide the mentee in realising their potential, expanding their network and achieving their goals.
- SOCIAL MOBILITY EMPLOYER INDEX** – This year Ashurst ranked in the Top 75 Employers for Social Mobility. The index is a UK national study which examines how companies and organisations are driving social mobility within their workplace.
- CLLS SOCIAL MOBILITY PLEDGE** – Ashurst has partnered with the City of London Law Society (CLLS) which will work closely with a number of universities to create new and wider pathways from higher education into the legal sector.



Evanthea and Tahlia attending a conference



“We are currently developing an APAC Social Inclusion and Mobility (SIM) Network, with our first steps focused on conducting an extensive stakeholder consultation process across various functions in APAC including Social Impact and Resourcing with the intent to test, challenge and arrive at a robust understanding of what ‘SIM’ means in APAC. This process has allowed us to define the network’s prospective core focus areas and themes, to ensure that social inclusion and mobility is meaningful and relevant to the APAC region. The depth of insights, contributions and early enthusiasm that teams have demonstrated towards this has built a strong foundation for a 2022 network launch. We expect this network will support, augment and strengthen our existing focus on IDB at Ashurst. Fortunately, we have been able to leverage the fantastic work that has already been done by the firm’s mature UK Social Inclusion & Mobility Network, and we are looking forward to working in unison to improve access, participation and remove barriers.”

GWLADYS NGO TEDGA YAGALA
 Director



Meet our Networks



WOMEN'S NETWORK

The Women's Network is aimed at supporting and empowering all people identifying as women. The network fosters a positive and inclusive environment, through sharing stories and experiences, providing a platform for mentoring and sponsorship, raising awareness on women related issues and forming strong relationships with senior allies that endorse the network's goals.



DISABILITY AND WELLBEING NETWORK

The DaWN network aims to drive inclusive and accessible working conditions by ensuring that our premises and working environments are inclusive and accessible to all our people. We know that not all disabilities are visible, as a firm we continue to raise awareness to promote a culture that is supportive with regards to both physical and mental health



FAMILY MATTERS

The Family Matters support network aims to be a leader in inclusive and flexible working conditions by providing a platform for carers to build connections and share experiences, providing resources and education, and continuing to embed inclusive recruitment practices into business as usual to attract and retain a diverse and talented workforce.



SPECTRUM

Spectrum is committed to raising awareness and understanding of LGBTI+ issues and inclusion both within the firm and throughout the communities we operate in. Spectrum brings together LGBTI+ partners and employees, and their allies to socialise and work towards creating a positive impact for the wider LGBTI+ community.



SOCIAL INCLUSION & MOBILITY

The Social Inclusion and Mobility Network aims to identify, discuss and address issues affecting the recruitment and retention of individuals who do not have ‘typical’ or ‘traditional’ backgrounds.

Meet Our Multiculturalism Networks



All at Ashurst
Multiculturalism network

ALL AT ASHURST

All at Ashurst is the firm's multiculturalism network, which focuses on ethnicity, faith and culture. The network works to create greater education and understanding, improve awareness and increased tolerance of differences around the areas of ethnicity, faith and culture. The network organises a wide range of events and initiatives such as International Food Fairs, Guest Speakers and mentoring programmes.



**RACE AND ETHNICITY
EQUALITY GROUP**

RACE AND ETHNICITY EQUALITY GROUP

The Race and Ethnicity Equality Group (REEG) aims to foster a positive and inclusive environment for all people and ensure that we create equality for ethnically diverse people. The group will identify ways in which to change how we do things relating to how we attract, recruit, promote and retain ethnically diverse talent at Ashurst.



Ashurst
**BLACK
NETWORK**

ASHURST BLACK NETWORK

The Ashurst Black Network provides Ashurst's Black employees with a safe space to discuss issues pertinent to their experiences, champion inclusivity within the firm, support diversifying recruitment and establish mentorship programmes for Black employees in order to support retention.



Ashurst
Muslim Network

ASHURST MUSLIM NETWORK

The network aims to provide Muslim colleagues with a safe and comfortable space to discuss their experiences as well as champion inclusivity within the firm and support diversifying recruitment.

Inclusion, Diversity & Belonging Team



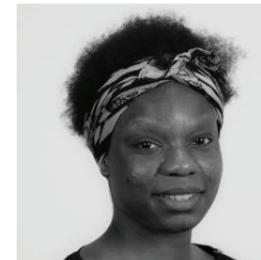
KATE SOWDEN

Global Co-Head of
Inclusion, Diversity &
Belonging



NICOLE WILLIAMS

Global Co-Head of
Inclusion, Diversity &
Belonging



JAY DE OLIVEIRA

Inclusion, Diversity &
Belonging Advisor (EMEA
& US)



TAHLIA HEDGES

Inclusion, Diversity &
Belonging Advisor (APAC)

