

# Diversity & Inclusion

Morris Nichols is committed to promoting diversity within the firm and encouraging a culture of inclusion where differences are valued and celebrated. We believe that an inclusive culture fosters creativity and innovation. It enhances the quality of our legal services, helps us best serve our clients, and positions us to be a leader in the community.

To ensure that we stay focused on our commitment, we have implemented an action plan with four key drivers that support diversity and inclusion at the firm: Dedicated Leadership, Advancement of Women and Minorities, Recruiting and Retention, and Community Involvement.

## DEDICATED LEADERSHIP

Our Executive Committee leads the firm and is dedicated to affirming a culture of diversity and inclusion at Morris Nichols. Morris Nichols has a Diversity Committee comprised of lawyers and other professionals, who provide advice and recommendations to the Executive Committee and actively manage our diversity and inclusion efforts. The Diversity Committee is dedicated to ensuring that the firm's vision for diversity and inclusion is realized and touches every aspect of our organization and practice.

## ADVANCEMENT OF WOMEN AND DIVERSE PROFESSIONALS

We believe in leading by example. Women, persons of color, and members of the LGBT community serve in leadership roles throughout the firm, including on the firm's Executive Committee. We also establish programs that support the advancement of women and diverse lawyers, including a vibrant initiative focused on providing women lawyers professional development, mentoring and community involvement.

## RECRUITING AND RETENTION

We look to recruit, retain and promote the best diverse talent. To do so, we have raised the visibility of the firm within diverse communities and have championed the importance of diversity and inclusion in our law school recruiting. We also actively support The Delaware Minority Job Fair. The Job Fair provides a unique opportunity for law students not only to interview with a variety of well-respected Delaware employers, but also to learn about the practice of law in Delaware from leaders of its legal community.

To foster the retention and advancement of women and diverse professionals, we have implemented a number of supporting policies. They include work-life balance policies designed to ensure that alternative work arrangements do not preclude advancement within the firm, as well as

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those that provide domestic partner and other benefits to our LGBT employees.

### COMMUNITY DEVELOPMENT

We partner with a broad range of organizations that share our commitment to diversity and inclusion including the:

- Delaware State Bar Association's Multicultural Lawyers and Judges Section;
- International Women's Insolvency & Restructuring Confederation;
- ABA Women in M&A Taskforce;
- Delaware Bar Association Women and the Law Section;
- AIPLA Women's Networking Program;
- Delaware Barrister's Association; and
- ChIPs Advancing Women in Technology, Law and Policy.

We take our commitment to diversity and inclusion very seriously and have established tools and resources within the firm to raise awareness of related issues in the community at large. One such resource is an Allyship Resource Center on the firm's intranet that educates our lawyers and business professionals about combating racism in our society and offers information about organizations that are leading the way in fighting injustice.

### MORRIS NICHOLS WOMEN'S INITIATIVE

The Women's Initiative supports the advancement of our women lawyers through professional development, mentoring and community involvement. Female partners and senior associates mentor incoming women lawyers, encouraging participation in Delaware State Bar Association programs such as the Annual Women and the Law Section Retreat.

### DIVERSITY FELLOWSHIP

Promoting diversity in the legal profession and building a diverse team of lawyers is a priority for the firm. The firm prioritizes increasing diversity within its ranks and in the legal profession more generally. In 2021, Morris Nichols spearheaded a pilot 1L diversity fellowship in collaboration with other Delaware law firms.