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THE 2024 NLJ AWARDS: PROFESSIONAL EXCELLENCE—DC DIVERSITY INITIATIVE OF THE YEAR

NOVEMBER 1, 2024

FINALIST: LATHAM & WATKINS

Describe your firm's key diversity initiatives.

■ Latham's commitment to diversity and belonging is spearheaded by our Diversity Leadership Committee and Business Services Diversity and Inclusion Department. Initiatives include 18 affinity groups and networks, as well as pipeline programs that equip students for success in legal careers.



Tell us more about the impact of these initiatives both inside your firm and externally in court or with other external stakeholders?

We have a distinct responsibility as legal advocates to combat ingrained, institutional racism and other inequities. Initiatives like our Pathways Programs for law students who share our deep commitment to DEI and pro bono matters like the Emmett Till work allow the firm to use its global position for the greater good. Civil rights and racial justice matters form a cornerstone of our pro bono program. Our work on behalf of the Emmett Till and Mamie Till-Mobley National Monument will impact generations who visit the sites and learn about our nation's history.

How have your diversity initiatives changed how attorneys view working in your firm? Could you share some attorney feedback?

All of our colleagues strengthen our inclusive culture with concrete actions and collective learning. Through formal feedback collected from our lawyers, we know that our DEI initiatives, including our affinity groups and our Diversity and Women's Leadership Academies, create a stronger sense of inclusion, belonging, and community at Latham.