



INCLUSIVE ENGAGEMENT Task Force

Our Mission

To provide support and opportunities to all members of the Sheppard Mullin community to fight the effects of racism, including systemic racism, and to drive inclusion through both internal and external initiatives and activities.

Our Approach

We have set forth new strategic initiatives that provide allyship resources and trainings to promote cross-cultural understanding and dialogue, provide opportunities for the Firm and its members to support affected communities, and support efforts to end racism and create a more just and equal society.

Our Subcommittees



Financial Commitment and External Engagement

Provides support to external organizations focused on racial equity and social justice issues and promotes inclusion through giving as a community.



Internal Training and Engagement

Provides information, resources and trainings on allyship and anti-racism to support and advance the Firm's inclusive culture.



Pro Bono and Community Service

Identifies legal pro bono and community service opportunities that address racial inequality and social justice.



Staff Infrastructure Development

Creates immediate and long-term opportunities for professional staff to engage in the Firm's D&I programs and initiatives.

Our Structure & Leadership

The Inclusive Engagement Task Force is comprised of a variety of attorneys and staff members from all offices and levels within our Firm. The Task Force is chaired by:



Luca Salvi
Task Force Chair
Chair of the Firm



Rena Andoh
Task Force Vice Chair
Partner and Chair of the
Diversity & Inclusion Committee



Lois Durant
Task Force Vice Chair
Chief Diversity & Inclusion Officer (CDIO)

OUR ACCOMPLISHMENTS

Financial Commitment

The Impact Initiative

The Impact Initiative is a new program created to harness the power of the Sheppard Mullin community towards financial contributions and community service.

Partnerships with Racial and Social Justice Organizations

We have established long term partnerships with national organizations dedicated to racial and social justice. In addition to providing financial and pro bono support to The Dream Corps and BMe Community, we have also established fundraising efforts in each domestic office, in which individual funds raised for local racial and social justice organizations are matched by Firm dollars.

Public School Partnerships

Recognizing the challenges being faced by underfunded public schools in the wake of a public health crisis and ongoing racial inequities, we have established financial and service partnerships with public schools in New York City and Los Angeles.

Pro Bono and Community Service

Georgetown ABLÉ Program

We co-founded the ABLÉ (Active Bystandership for Law Enforcement) Program with Georgetown University Law Center's Innovative Policing Program. ABLÉ is the first nationwide program dedicated to promoting, teaching and studying active bystandership within law enforcement agencies.

Pro Bono and Community Service Commitment

We are committed to continuing and initiating projects related to the mission of the Task Force, including issues around police misconduct, combatting hate speech, and challenging laws that have a discriminatory effect. Furthermore, we are integrating our community service efforts with our financial contributions to maximize impact.

Internal Education

Education and Facilitation

We have created trainings for our attorneys and staff regarding race with an emphasis on intersectionality and allyship. From in-depth trainings to micro-sessions, our goal is to engage and educate the broadest possible audience and to normalize conversations around race and racism. The topics center around historical policies and procedures in America, achieving equity and justice, active allyship and shared empathy. Additionally, we have supported and facilitated small group conversations.

Staff Infrastructure

Staff Roundtables

We brought in external facilitators and designed a survey to elicit feedback from staff regarding their experiences so that the Firm could better integrate staff into its D&I programs.

Expansion of the Bob Williams Award

The award, which is an annual recognition of exceptional work done for the betterment of both the Firm community and the community at large, was expanded in 2020 to include both attorney and staff recipients.

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today to **LEARN MORE:**

Lois Durant
Chief Diversity & Inclusion Officer (CDIO)
LDurant@sheppardmullin.com

SheppardMullin
in   www.sheppardmullin.com