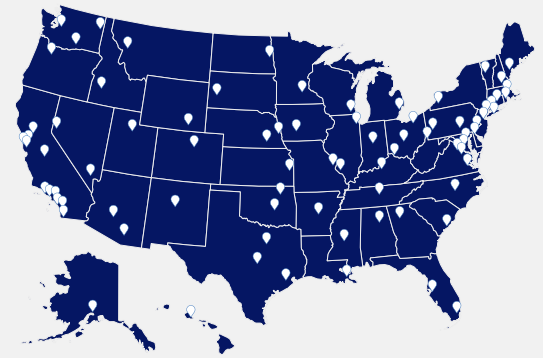


Building Diversity Inspiring Inclusion



While discussions around diversity, equity, and inclusion have become more prominent in recent years, GRSM has long turned words into action. Our unique presence in all 50 states provides a powerful foundation for creating an inclusive and supportive workplace and a diverse workforce.



Strategic Leadership Pipeline

Women and attorneys from underrepresented groups are the leaders of nearly 50% of our offices and practices. Our efforts are substantive and revolve around:

- Recruitment and hiring of diverse and female attorneys
- Mentoring programs focused on retention and leadership
- Business development pitches to advance key roles for diverse attorneys
- Connecting compensation to diversity goals and initiatives
- Inclusion programs that extend to administrative and professional staff

By prioritizing our long-held belief that diverse perspectives and equal opportunity are both good for business and good for people, we are building a model to achieve new leadership pipelines and the infrastructure to advance systemic change. Included in those efforts is our achievement of Mansfield Rule Certification, the gold standard for ensuring law firm's advancement practices and processes are inclusive, equitable, and transparent.



“As GRSM continues to grow, we collectively thrive by cultivating an environment that values our differences. Our focus on inclusion and actionable solutions create an innovative workplace that fosters discussion and collaboration. Those perspectives and insights benefit our clients as we advise and guide them on their legal needs.”

Franz Hardy

Partner,
Diversity Committee Co-Chair



“As gatekeepers to the justice system, attorneys are vital to ensuring the process and its members reflect the diverse values of our society. At GRSM, we take this charge seriously. While these challenges are often difficult, we are committed to effectuating change. We pledge that our firm will continue to reflect the multicultural world in which we live and work.”

Laura De Santos

Partner, Diversity Committee Co-Chair

LEAD Program

As part of the Firm’s ongoing commitment to recruit, retain, and promote female and diverse attorneys to the highest positions of management and ownership, the firm implements our Leadership Equality and Diversity (“LEAD”) Program. This initiative has been specifically tailored to achieve GRSM’s core objectives in the areas of diversity and inclusion.

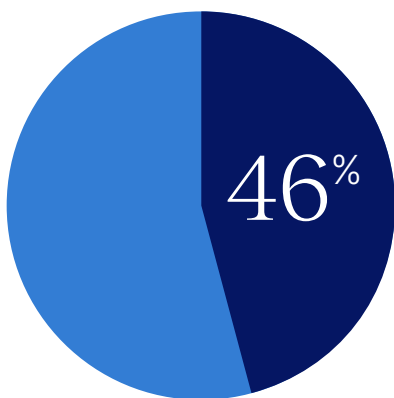
- The focused and deliberate recruitment and hiring of female and diverse attorneys pursuant to a variant of the Rooney Rule, and by actively seeking out such candidates through public organizations such as bar associations, professional affinity groups and the like as well as making GRSM’s priorities expressly known to, and a condition of working with, executive search firms.
- The creation of one-on-one mentoring programs targeted specifically at assisting female and diverse attorneys in order to ensure their continued retention and advancement.
- Developing business and marketing proposals and pitches that are materially inclusive of female and diverse attorneys in key roles to the greatest extent possible.
- Regularly reviewing the firm’s leadership opportunities, key committee membership roles, and partner candidate pools to ensure the inclusion of qualified female and diverse attorneys in such positions.
- Emphasizing the successful advancement of the LEAD Program’s objectives as one of the criterion to be considered when determining year-end compensation.
- In addition to its focus on attorneys, the LEAD Program also encompasses GRSM’s administrative and professional staff to ensure that material levels of diversity are achieved in these segments of the firm as well.

GRSM By the Numbers

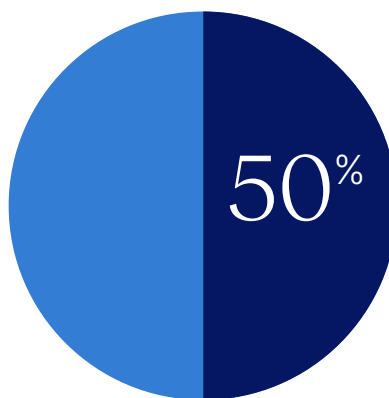
GRSM Practice Group Leaders:
Exceeding the National Average for Diversity



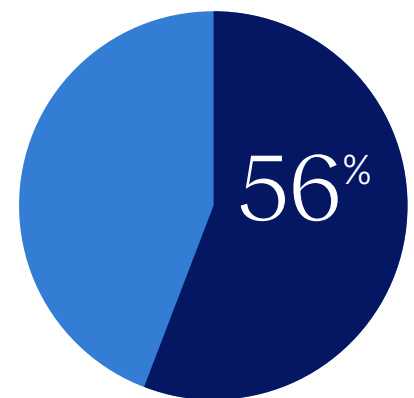
Leadership Diversity Across Key Roles



Executive Committee
underrepresented groups



C-Level Roles
underrepresented groups



Office Managing Partners
underrepresented groups



“As the national chair of the Women’s Initiative, my focus is to maintain diversity throughout all levels of the firm. Through the Women’s Initiative we have added flexibility for working mothers, mentorship, access to opportunities, and education in marketing and leadership. We are committed to making our attorneys feel appreciated, valued, and most importantly, we want them to know that we have a vested interest in their future as leaders at our firm.”

Debra Ellwood Meppen

Partner, Women’s Initiative Chair, Executive Committee Member

Leaders in Diversity

TOP
10

Law360 Women in
Law Report

TOP
25

National Law Journal
Women in Law Scorecard

TOP
70

Law360 Diversity Snapshot

37%

Women Partners
National Average 28%

46%

Women Attorneys
National Average 39%

Mansfield Certified

GRSM demonstrates its unwavering commitment to an inclusive workplace by achieving Mansfield Rule 7.0 Certification.



Mansfield Rule
Certified 2023–2024 Powered by DIVERSITYLAB

Affinity Groups

Professional affinity groups have expanded from sources of social support to become workplace spaces that inspire innovation and improve employees' performance and job satisfaction. GRSM has experienced firsthand the impact of our own affinity groups in helping us live our values and expand inclusion in our culture.

The power of personal connection energizes our Affinity Groups.

The program is built around people who have traditionally been underrepresented in the legal profession. Each group addresses the unique concerns and goals of its members while upholding the firm's commitment to provide support and resources to all our attorneys.

Defined by meaningful conversations, exchanges of ideas, and opportunities for socializing and networking, our Affinity Groups also look to build bridges and invite allies across the firm and beyond. Open to all attorneys, regardless of race, gender, sexual orientation, or ethnic background, our Affinity Groups bring shared experience and future purpose to the forefront of our diversity and inclusion commitment.

20 years

Ranked on the
American Lawyer's
Diversity Scorecard

100%

Corporate Equality Index
Human Rights Campaign Foundation



“GRSM understands that a diverse law firm is necessary to represent our diverse clients and our diverse population. From the day I first met with GRSM partners to discuss opening the Pittsburgh office more than a decade ago, I was struck by their true entrepreneurial zeal and their open-minded, inclusive attitude. That was no show, it is an attitude that is pervasive among all of the firm's offices.”

Manoj Jegasothy
Office Managing Partner



“Long before diversity became a business necessity to remain competitive, GRSM embraced diversity initiatives out of a genuine desire to bring in multicultural influences to the firm. Ultimately the firm’s commitment has led to dynamic record growth in diverse members. The pay off – a diverse firm committed to the success of its clients.”

Mercedes Colwin

Partner, Executive Committee Member

African American Affinity Group

The African American Affinity Group is dedicated to fostering the success of African American professionals across the firm. The group provides a platform for GRSM colleagues to support one another both professionally and personally. It encourages its members to participate in organizations outside of the firm that align with the group’s mission, such as local bar organizations or national outfits that promote the fellowship and advancement of African Americans in the legal field. The group actively engages in recruiting African American attorneys, and other professionals, to the firm.

Asian American Pacific Islander Affinity Group

The Asian American Pacific Islander (AAPI) Affinity Group focuses on meaningful and sustainable mentoring, networking and sponsorship of its members. Its mission is to encourage the retention and advancement of AAPI attorneys within the firm. The group fosters informal mentoring relationships to support personal and professional development and aligns with external regional and national organizations with similar goals.

Hispanic/Latino Affinity Group

The Hispanic/Latino Affinity Group serves as a resource for furthering the networking, mentoring and career development of Hispanic/Latino attorneys. The group engages with the Hispanic/Latino community and participates in Hispanic Heritage Month events and local and national bar organizations.

South Asian Affinity Group

The South Asian Affinity Group fosters relationships nationwide among the firm’s South Asian lawyers. It encourages mentoring, networking, and cross-marketing while providing an open forum to discuss and promote the expansion and advancement of our firm’s South Asian presence, as well as the personal and professional advancement of each member. One focus is on the retention and elevation of South Asian associates through mentorship, collaboration and open communication. The group works with local, regional and national organizations with a similar mission.

Jewish Affinity Group

The Jewish Affinity Group’s goal is to provide a space for communication among our Jewish attorneys and others who are interested in issues faced in their practices and lives. The group’s mission is to be a visible presence to those who identify as Jewish or are interested in Jewish culture. Our goals are to network, share our stories among ourselves and the larger GRSM community, and build connections within the firm. We aim to create a platform where our shared cultural experiences can be discussed, recognized, respected and blended with other groups within the firm and society.



“Most firms ‘talk the talk’ on diversity issues, but GRSM ‘walks the walk.’ Our lawyers have a joint goal in attracting, recruiting, hiring, retaining, and mentoring our diverse lawyers. Diverse lawyers flourish here. This, frankly, makes us different than other firms and is just another reason why GRSM is a truly great place to work!”

Elizabeth Lorell
Partner

LGBTQ+ Affinity Group

The LGBTQ+ Affinity Group works to increase LGBTQ+ visibility and representation within the firm and the broader community. Its mission is to highlight and address the unique issues facing the LGBTQ+ community and to provide support and mentoring opportunities to its members. The group also engages with regional and national LGBTQ+ organizations aligned with its mission.

GRSM has consistently achieved a perfect score of 100 on the Corporate Equality Index (CEI) since 2016. This national benchmarking survey and report, administered by the Human Rights Campaign (HRC) Foundation, assesses corporate policies and practices related to LGBTQ+ workplace equality.

Women’s Initiative

The Women’s Initiative at GRSM is committed to providing leadership, inspiration and opportunity for women. It was created to facilitate the advancement of women at GRSM and to advance the opportunities for women in the legal profession overall.

Throughout the firm, a range of best practices programs focus on networking activities, speaking engagements, business education, and mentoring advice. They are intended to help develop leadership competencies, management skills, and business-generating abilities critical to the professional development of women lawyers.

We emphasize these priorities to ensure that women are equipped with the knowledge, experience and skills required to take advantage of more and better opportunities.

The success of our Women’s Initiative enables GRSM to achieve an important goal of attracting and retaining women lawyers and helping them succeed in their professional goals.

“By sharing our experiences, we continue to cultivate an inclusive environment where every voice is heard, valued and respected.

Dina S. Glucksman
Partner, Jewish Affinity Group Chair

Empowering Voices



“GRSM’s commitment to diversity, inclusion and cultural excellence is one of the great aspects of being a part of the firm. I am inspired by the dedication of the individuals who make the firm’s Diversity Committee what it is. I feel strongly that the participation and involvement of the diverse attorneys at the firm lead to the better understanding and representation of our clients.”

Sally Kim
Partner



“GRSM’s commitment to diversity, in all facets of its work, is one of the firm’s enduring qualities and a cornerstone of success. The African American Affinity Group has proven to be invaluable. It provides a productive forum for professionals to support one another in their personal and professional growth. It’s also a vehicle for the education of our colleagues about issues unique to the African American community.”

Jonathan B. Blakley
Partner, African American Affinity Group Co-Chair



“GRSM has been steadfast in its commitment to diversity. This not only includes its perpetual pledge to hire, mentor, support and promote LGBTQ+ attorneys but also to ensure the relationships the firm builds with communities and its client base advocate this mission as well. In the past 15 years, I have seen how GRSM encourages a workplace where all can proudly bring his or her true self to the table.”

Erika L. Shao
Partner, LGBTQ+ Affinity Group Co-Chair



“GRSM’s ‘let’s make it happen’ approach makes diversity a natural part of the firm’s growth. Reaching out to talented diverse candidates when opportunities arise, knowing that fit is assured, has given us a distinct edge and momentum. This approach creates a powerful advantage in attracting and retaining diverse attorneys and staff.”

Robin Symons
Office Managing Partner

“Since its inception in 2016, GRSM’s South Asian Affinity Group has been bringing awareness of distinct aspects of our community’s culture, including arranged marriage and the perceptions, misconceptions and collateral issues that accompany this concept. We have confronted stereotypes in mainstream American culture and broken through these stereotypes to change the narrative. Meaningful involvement by our non-South Asian colleagues is essential and we hope to continue building allies.”

Avanti Bakane
Partner, South Asian Affinity Group Co-Chair

“Receiving and providing strong mentorship and making meaningful connections with colleagues are the reasons I have been practicing at GRSM for over 20 years. GRSM has always recognized the value of diversity and inclusion, but as our firm continues to grow, there is an even greater need to develop, support, and elevate the visibility of our Latino and Hispanic attorneys.”

Alyson S. Cabrera
Partner, Hispanic/Latino Affinity Group Co-Chair

“GRSM genuinely values people. Our associates, partners, and clients can only benefit from the differing viewpoints that a diverse team provides. Our initiatives are specifically dedicated to the support and advancement of women and traditionally under-represented groups because work still needs to be done to promote inclusiveness in our society and we need to be the change that we want to see.”

Kristin Reyna DeHart
Assistant Office Managing Partner

“GRSM’s commitment to diversity, inclusion and cultural excellence is one of the great aspects of being a part of the firm.”

Sally Kim
Partner

“GRSM is a balanced law firm that excels at satisfying our clients’ needs using talented lawyers and staff from diverse backgrounds. I’m proud to be a partner here.”

Allen Estes

Office Managing Partner



“Under the umbrella of our Diversity Committee, the South Asian Affinity Group captures the spirit of colleagues who share an affinity for South Asian heritage. The group provides an invaluable platform to connect with and support others and allows for open discussion of experiences, challenges, knowledge and as collaboration across our GRSM community.”

Catherine Delorey

Senior Counsel, South Asian Affinity Group Co-Chair



“At my prior firm, I was the first Asian American partner. Here I appreciate the strong community of Asian Americans at the firm, including partners, associates and staff. The AAPI Affinity Group provides support and mentoring opportunities at a scale I had never experienced before. The opportunity to make an impact exists at all levels of the firm.”

Philip H. Lo

Partner,
Asian American Pacific Islander Affinity Group Co-Chair



“Being at a firm that embraces and supports its diverse attorneys has always been important to me. While it has substantially grown since I joined the firm, GRSM has maintained its culture of inclusion and its commitment to diversity. I am proud to work for a firm that strives to ensure that the legal community is as diverse as the community we serve.”

Dominic Campodonico

Partner



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Visit Us At

grsm.com/diversity