

## General Counsel for Diversity & Inclusion: New Partners Announced

General Counsel for Diversity & Inclusion (GCD&I) is delighted to welcome the 20 new law firm Partners to the GCD&I Community.

These law firms will join the GCD&I community along with the 12 Lead Partner Law Firms who were appointed earlier this year. It is envisaged that the Lead Partners of the future will be drawn from the wider Partner community.

The General Counsel Statement in Support of Diversity & Inclusion was launched in early 2019, driven by General Counsel in the largest companies in Europe. There are currently 120 Signatories from a broad spectrum of companies. We are collectively committed to working collaboratively across the legal profession to achieve greater equity, diversity and inclusion in our teams and the wider legal community.

To build on the momentum of the initiative and move forward in a sustainable way the Steering Committee put in place a new governance structure for the initiative earlier this year. While the initiative is owned and led by the In-House community, our Partners commit to the overriding objectives of the initiative and support us in building a collaborative conversation about how In-House teams and Law Firms can work effectively together to enhance equity, diversity and inclusion across the legal sector.

Donny Ching, Chair of GCD&I said: “We are delighted to welcome the new Partner firms to the community. The GCD&I initiative has always been about collaboration to bring about much needed change in the industry and our new Partners share these objectives. The Board and I look forward to continuing to work with our signatories, Lead Partners and Partner Firms to bring about change across the legal profession.”

GCD&I is continuing to reach out to others across the legal ecosystem who share our objectives to join us as Partners on this journey. If you would be interested in becoming a GCD&I Partner, please contact Mary Mullaly ([mary.mullally@european-gca.com](mailto:mary.mullally@european-gca.com)).

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## **New Partner Firms 2021 – 2022**

- ✓ Addleshaw Goddard LLP
- ✓ Ashurst LLP
- ✓ Boulton Wade Tennant LLP
- ✓ Burges Salmon LLP
- ✓ Burness Paull LLP
- ✓ Cleary Gottlieb Steen & Hamilton LLP
- ✓ Debevoise & Plimpton LLP
- ✓ Dentons
- ✓ Eversheds Sutherland LLP
- ✓ Greenberg Traurig LLP
- ✓ Kirkland & Ellis LLP
- ✓ Lewis Silkin LLP
- ✓ Mayer Brown LLP
- ✓ Morrison & Foerster LLP
- ✓ Osborne Clark
- ✓ Pinsent Masons LLP
- ✓ Reed Smith LLP
- ✓ Skadden, Arps, Slate, Meagher & Flom (UK) LLP
- ✓ Sullivan & Cromwell LLP
- ✓ Towerhouse LLP

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## ABOUT GENERAL COUNSEL FOR DIVERSITY & INCLUSION

### Background

- General Counsel for Diversity and Inclusion (GCD&I) is an initiative which is owned and led by General Counsel and the In-House Community.
- The General Counsel Statement in Support of Diversity and Inclusion was launched in early 2019, driven by General Counsel in the largest companies in Europe. There are currently 120 signatories from a broad spectrum of companies.
- The Objective of GCD&I is to promote Equity, Diversity, and Inclusion across the legal sector, including through defining and sharing best practice, identifying KPIs and Metrics to measure success, and encouraging in-house legal teams to take steps which support greater DE&I within legal firms.
- GCD&I is committed to a collaborative model to drive change and is inviting law firms and others in the legal ecosystem to partner with the initiative.
- The intention is also to work with other diversity programmes in the legal sector to generate greater impact and avoid duplicating efforts.

### Key Messages

- We are committed to achieving greater diversity, equity and inclusion in the workplace.
- This applies within our organisations and in-house legal teams, as well as our law firms.
- We recognise that we have a role to play in supporting and facilitating improved diversity within our law firms. Simple decisions we make, from who we call when we have a new matter to how we resource matters, can facilitate change, or conversely add to the problem.
- We want to work collaboratively with our law firms on this initiative – for example, sharing lessons of what has worked and what hasn't in our own organisations, and identify systemic issues hindering progress and new ways of working together that can address these.
- By partnering with our law firms, we believe we can drive a faster pace of change towards improved DE&I.

### GCD&I Steering Committee and Board

- Donny Ching, Legal Director, Royal Dutch Shell (Chair)
- Caroline Cox, Chief Legal, Governance & External Affairs Officer, BHP
- Richard Price, General Counsel and Company Secretary, Anglo American
- Ritva Sotamaa, Chief Legal Officer, Unilever
- Rosemary Martin, General Counsel and Company Secretary, Vodafone
- Tom Shropshire, General Counsel and Company Secretary, Diageo

For more background to GCD&I and a list of signatories to the initiative see: [www.gcdandi.com](http://www.gcdandi.com)

Enquires to Mary Mullally, Secretary, GCD&I: [here](#)

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