

## **NEW EXECUTIVE SEARCH AND RECRUITMENT PARTNERS ANNOUNCED (March 2022)**

General Counsel for Diversity & Inclusion (GCD&I) is delighted to welcome 10 new Partners from the Executive Search and Recruitment industry to the Community. These Partners join us in supporting the initiative along with our current Lead Partner and Partner Law firms.

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 over 120 Signatories from a broad spectrum of companies and jurisdictions. 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.

While the initiative is owned and led by the In-House community, our Partners play an extremely important role in committing to the overriding objectives of the initiative and supporting 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.

We see our new Partners as having an essential role to play in the GCD&I initiative given their insight into best practice across the legal profession and in helping law firms and in-house to deliver the goals of the initiative at the point of recruitment. We are delighted that they will be supporting and engaging with the GCD&I Programme to achieve real and meaningful change in opening up access to all.

Donny Ching, Chair of GCD&I said: “We are delighted to welcome our new Partners to the GCD& Ecosystem. GCD&I has always been about collaboration and the world of Executive Search and Recruitment has a vital role to play in driving change across the industry. We are confident that their involvement and support will be a real asset to our community.”

### **OUR NEW PARTNERS ARE**

- Egon Zehnder
- Fox Rodney
- Hedley May
- Odgers Berndtson
- Powerful Media
- Reignite Academy
- Russell Reynolds Associates
- SSQ
- Spencer Stuart
- The Stephen James Partnership

**“We are collectively committed to working collaboratively to achieve greater equity, diversity and inclusion in our teams and the wider legal profession.”**

## 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 has invited law firms and others in the legal ecosystem to partner with the initiative. There are currently 12 Lead Partner law firms and an additional 20 Partner law firms.
- 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 law firms, and others in the legal sector, 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

GCD&I is keen to reach out to others across the legal ecosystem who share our objectives. If you would be interested in becoming a GC Signatory or GCD&I Partner, please contact us.

For more background see: [www.gcdandi.com](http://www.gcdandi.com)  
Enquires to Mary Mullally, Secretary, GCD&I: [here](#)

**“We are collectively committed to working collaboratively to achieve greater equity, diversity and inclusion in our teams and the wider legal profession.”**