

8. DIVERSITY

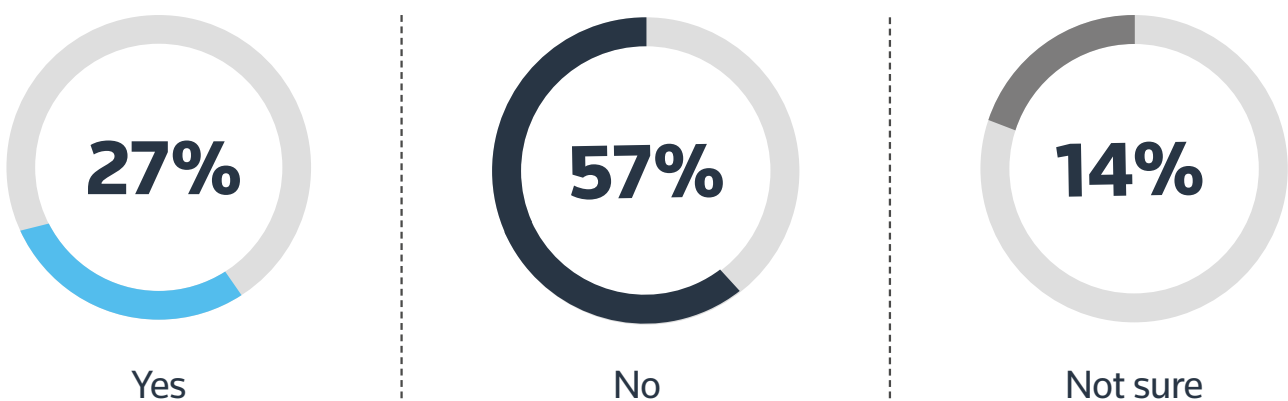
This year we asked responding firms whether they had a formal diversity commitment relating to their pro bono work and what the commitment includes. We did not define the term formal diversity commitment to understand whether firms had any formal diversity commitment on a broad basis. 27 percent of firms indicated that they had a formal diversity commitment with Large Firms reporting such commitments at the highest rate. Half of firms in Australia reported having a diversity commitment, followed by the Americas at 41 percent, and then the United States at 40 percent.

We received great examples of diversity commitments including setting up a Racial Justice Pro Bono Task Force and committing \$1,000,000 in pro bono legal services

over the period of a year to advance the cause of racial justice and equity, and having the Diversity and Inclusion committee of the firm work closely with the firm's pro bono committee and weigh in on matters that the firm will take up on a pro bono basis. Other steps that firms took toward a diversity commitment included taking up matters that affected minority groups, with an emphasis on racial equity, women's LGBT+ and immigrant rights while others were intentional about having a diverse leadership team that gave women roles in leadership.

The responding firms expressed keen interest in obtaining further information and guidance on diversity policies in the context of pro bono. We will explore the theme of diversity in pro bono further in future versions of the Index.

DOES YOUR FIRM HAVE A FORMAL DIVERSITY COMMITMENT FOR PRO BONO WORK?



Q17. Does your firm have a requirement that your lawyers perform a specified amount of pro bono each year? (Yes/No answer)
