

DIVERSITY & INCLUSION

MESSAGE FROM THE PRESIDENT & CEO

What is Fish & Richardson, and how do we achieve success? The answer to that question is inextricably linked to our own diversity and inclusion initiatives.

In the pages that follow you'll find programs, affinity groups, and strategic partnerships designed to drive inclusion within the firm and grow the share of diverse perspectives that are essential for our success. Each of these initiatives represents a unique avenue for our colleagues to make their voices heard, a new tool to inform our decision making, and a new means for our firm to grow together in a strong, inclusive culture.

We do this not just because it is right. These efforts make us a stronger firm. An inclusive, equitable firm is a firm that brings diverse perspectives to problems, exceeds the expectations of its clients and serves as a leader in the community. This is what Fish & Richardson is, and this is how we achieve success.

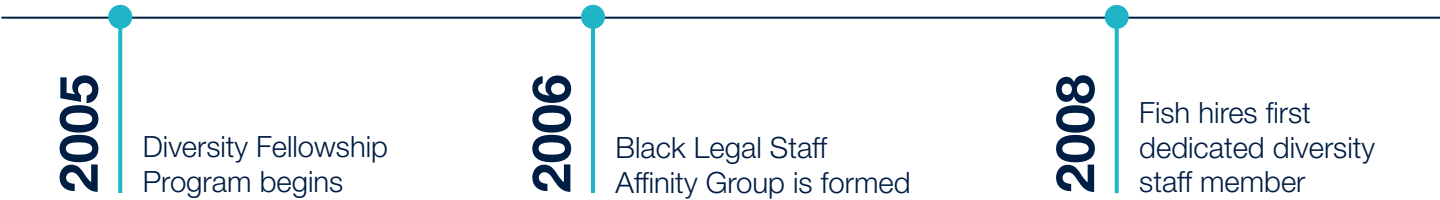


John Adkisson
President & CEO
Fish & Richardson P.C.

BY THE NUMBERS

	Women	BIPOC	LGBTQ+
All Legal Staff	31%	30%	4%
Principals	21%	15%	3%
Associates	40%	30%	5%
Technology Specialists	43%	43%	8%
Of Counsel/Sr. Principals/ Staff Attorneys	21%	12%	2%
Business Services Staff	72%	21%	6%

FIRM MILESTONES



STRATEGIC PLAN

Diversity & Inclusion Strategic Plan 2.0

In 2020, Fish instituted its [Diversity and Inclusion Strategic Plan 2.0](#), a new set of goals and tactics designed to maximize the contributions of our talent and affirm our place as a leader in diversity, equity, and inclusion in today's legal landscape.

We hold ourselves accountable for achieving progress on our initiatives. Our full-time diversity and inclusion professionals track our key performance indicators, providing regular reports to firm leadership and the firm as a whole.

STRATEGIC OBJECTIVES

DIVERSITY

Increase representation at all levels of the firm

EQUITY

Identify and minimize barriers that prevent success

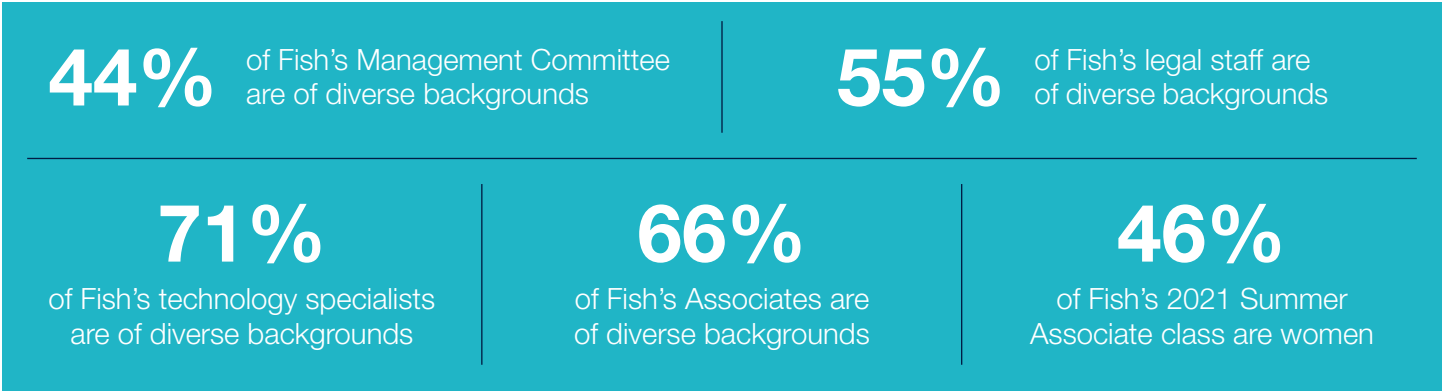
INCLUSION

Increase connections and a sense of belonging for all firm members

EXTERNAL ENGAGEMENT

Achieve greater impact through partnership with third-party organizations

BY THE NUMBERS



FIRM MILESTONES



INCLUSION & BELONGING

Affinity Groups

In 2020 we expanded our Affinity Group membership to all firm employees

We strive to establish a sense of belonging by having active affinity groups embedded in our organization. Each serves to assist in recruitment and to promote development and retention of legal staff through enrichment and mentorship with partnering opportunities.

Affinity Groups provide both tools and resources that enhance the personal and professional development of members. These groups help to foster a sense of community among staff who share common backgrounds and interests. All groups meet on a regular basis and are influential in building diversity within our firm. We also have a resource group for parents and caretakers called Fish Family Connects. FFC encourages caregivers to share resources and offer support through member-driven conversation and collaboration



Asian Affinity Group members Jeanel Sunga, Alex Yu, Rose Sun, and Sam Kim at the NAPABA Annual Convention

FISH AFFINITY GROUPS

RainbowFish | LGBTQ+



Jeremy Saks
Chair

BlackFish | Black & African American



Karina Calliste
Chair

SAME | South Asian & Middle Eastern



Usman Khan
Chair

Allyship | Allies



Amber Asmus
Co-Chair



Crystal Culhane
Co-Chair



Mia Friedman
Co-Chair



Karan Jhurani
Co-Chair



Jennifer Hess
Co-Chair

Mission Statement

The Allyship Group’s mission is to uphold firm values of diversity and inclusion, increase cultural competence, and work to remove the barriers that impede our diverse employees from contributing their talents to our community. The group coordinates development opportunities to provide members with the tools necessary to engage in meaningful and empathetic cross-cultural dialogue, and identifies ways they can appropriately use their privilege to bring about positive change.

Lawtinos | Hispanic-Latino



Ricardo Bonilla
Co-Chair



Todd Garcia
Co-Chair



Jenny Huang
Co-Chair



Chong Lee
Co-Chair



Jacqueline Tio
Co-Chair

Asian | Asian & Pacific Islander

EMPOWER WOMEN’S INITIATIVE

EMPOWER addresses issues unique to women in the legal profession and provides tools and resources to position the firm’s women for success.



Jay Kugler DeYoung | Chair

Fish & Richardson’s Women’s Initiative was formalized under the name EMPOWER in 2009 to promote the recruitment, retention and advancement of women in law and provide expanded professional and business development opportunities, mentoring, training, and support. Our innovative programming places emphasis on building the leadership skills of our women attorneys and technology specialists.

Biennial EMPOWER Summits are held so Fish women at every experience level can meet in-person off-site for two days of substantive professional development programming and social events, fostering essential connections among our women legal staff.

Our group-mentoring program, EMPOWERment, matches women across offices with common service areas and industry backgrounds. These mentoring pods are comprised of women at all seniority levels, and all members are encouraged to

support each other by bringing their own experiences, perspectives, successes and challenges to monthly meetings. Pods, with guidance from the Diversity & Inclusion Team, have the flexibility to determine their own programming based on the needs of their members. EMPOWERment helps our women nurture inter-office relationships and find connections that extend beyond the law and careers.

“An IP team that brings together people with different experiences, perspectives, capabilities, and talents – and reflects the diversity of the global world we live in – will always lead to new and better solutions.”

Jay Kugler DeYoung, EMPOWER Chair

We foster connections between our women and their clients

EMPOWER creates opportunities for our female attorneys to build connections with high-profile women at other companies. Fish hosts biannual industry retreats for our women attorneys and their clients that are designed for women at the forefront of business, law, science, and technology. Each event features CLE panels and career development and networking opportunities.



Women Legal Staff attending the 2021 EMPOWER Summit in Nashville, TN

FIRM MILESTONES

2013

- First participation in LCLD Fellows Program
- First recognition by Human Rights Campaign

2015

Updated Parental leave policy; transitioned away from gendered (“maternity” and “paternity”) naming for inclusivity

Diversity & Inclusion Strategic Plan 2.0

Fish's Racial Justice Initiative seeks to address issues of systemic racism in our profession and our society through ongoing firm-wide education and partnerships with third-party organizations. Through the initiative, we present regular firm-wide town hall meetings discussing diversity, equity, and inclusion and partner with pro bono organizations such as the Law Firm Antiracism Alliance to effect change for our pro bono clients of color.

The goals of the Racial Justice Initiative include:

Ongoing
firm-wide
education and
racial bias training

Online resource page for
information regarding
racial justice issues and
current events

External engagement
through pro bono
work focused
on racial justice

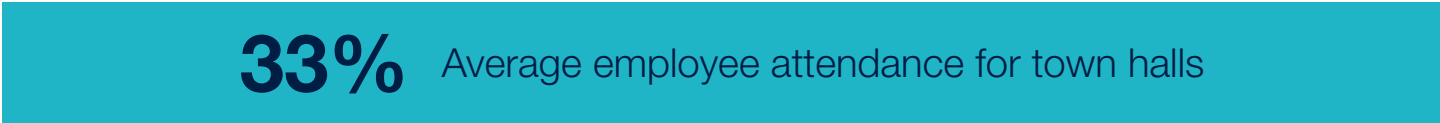
Town Halls

We host quarterly Town Halls to engage everyone at Fish in our diversity and inclusion efforts.






During Town Halls, Fish Diversity & Inclusion has an opportunity to share strategic plan updates firm-wide and provide a platform for our community members to ask questions and share ideas about diversity and inclusion initiatives. Fish has also invited renowned speakers to present on themes of anti-racism and allyship and strategies for talking about race inside and outside the workplace.

“Our town hall series provides a space for new voices to be heard, new perspectives to be offered, and new ideas to be aired. Through storytelling, we reveal deep, sometimes joyful, sometimes painful, truths about our lives and our responses to events occurring around us. Sharing our true selves with our colleagues breaks down barriers and creates fertile ground for a new firm culture to flourish.”

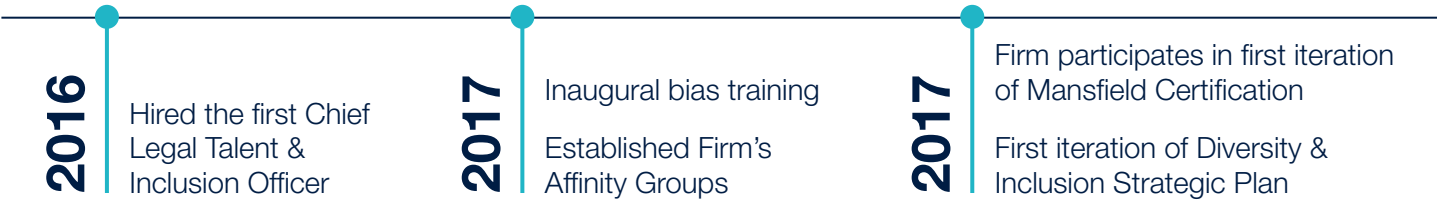
Whitney Smallwood, Diversity & Inclusion Manager



Past Topics & Speakers

 <p>How To Talk About Race with Michelle Silverthorn</p>	 <p>Interrupting Implicit Bias with Professor Jerry Kang, UCLA School of Law</p>
 <p>Staying Connected Working Remotely with Manar Morales, DFA</p>	 <p>Working at Home as a Diverse Professional with Ritu Bhasin, bci</p>
 <p>Strategic Negotiation for Women in Law with Professor Alexandra Carter, Columbia Law School</p>	  <p>Allyship Accelerator with Rachael Bosch and Janelle Christian, Fringe PD</p>

FIRM MILESTONES



STRATEGIC PARTNERSHIPS & AWARDS

National Partnerships

Fish is proud to partner with several organizations to further our diversity & inclusion efforts.

KEY PARTNERSHIP

ChIPs

Fish is a long standing sponsor of ChIPs. Each year, our women participate in the ChIPs Global Summit that draws industry leaders and disrupters from around the world to discuss diversity and inclusion in technology fields.



Corporate Counsel Women of Color (CCWC)

Diversity & Flexibility Alliance (DFA)

Hispanic National Bar Association (HBNA)

LGBTQ+ Bar Association, Lavender Law (LavLaw)

National Asian Pacific American Bar Association (NAPABA)

National Association of Women Lawyers (NAWL)

National Bar Association (NBA)

KEY PARTNERSHIP

Anti-Racism Alliance

Fish & Richardson is proud to have joined the Law Firm Anti-Racism Alliance. The LFAA aims to leverage the resources of the private bar, in partnership with legal services organizations, to amplify the voices of communities and individuals oppressed by racism and to promote racial equity in the law. Fish lawyers are currently providing pro bono support to the LFAA and we look forward to the firm making a powerful pro bono impact on racial justice through the LFAA.

KEY PARTNERSHIP

Leadership Counsel on Legal Diversity (LCLD)

Fish is home to an active LCLD Alumni community, and is proud to participate in the LCLD Fellows, Pathfinders, and 1L Scholars programs annually.



The LCLD Pathfinder Program helped me connect with other diverse attorneys at my level and gave us practical tools for leading others in an inclusive manner as we progress in our careers. I also feel privileged to be able to support diverse law students who hope to become leaders in the legal field through LCLD's 1L mentor program.

Vivian Cheng | Associate | Former LCLD Fellow

National Society of Black Engineers (NSBE)

South Asian Bar Association (SABA)

Society of Hispanic Professional Engineers (SHPE)

Twin Cities Diversity in Practice (TCDIP)

Seramount, Working Mother

AWARDS & HONORS

Fish & Richardson is involved in a broad range of diversity efforts nationwide to further the diversity of our firm and the legal community, and we are gratified about the recent recognition we have received as one of the country’s top firms for diversity.

Included in the Top 10 (among firms with 300-599 lawyers)

Law360’s
Diversity Snapshot
2017-2020



Compass Award

Leadership Council on
Legal Diversity (LCLD)
2018-2021

Mansfield 4.0 “Certified”

2021

Best Law Firms for Women

Seramount,
Working Mother
2018-2021



Best Place to Work

Human Rights
Campaign Corporate
Equality Index
2018-2021

Fish & Richardson honored for
"Innovations in Diversity and Inclusion"
as part of *The Recorder's* California
Leaders in Tech Law and Innovations Award.
2019

Top Ten Family Friendly Firms

Yale Law
Women
2017-2019

Best Law Firms for Minority Attorneys

Law360
2017-2019

Top Ten Firm for Gender Equity

Yale Law
Women
2017-2019

RECRUITMENT, RETENTION & DEVELOPMENT

Recognizing that diverse backgrounds provide unique perspectives and having a team that reflects the diversity of the public enhances the quality of legal services we provide to our clients, we work hard to attract, retain and advance diverse legal staff.



“As the firm’s Global Hiring Principal for all 14 of our offices, I can personally attest to the heavy emphasis that we place on groundbreaking programs that serve to advance women and minorities in the legal profession, such as our Diversity Fellowship Program. We engaged diversity consultants to implement procedures that reduce implicit bias during the interviewing process and provide customized mentorship throughout the summer program. Diversity is part and parcel to our recruitment efforts.”

Betty Chen | Principal and Leader of Fish’s Global Hiring

Diversity Fellowship

Fish & Richardson’s Diversity Fellowship Program provides annual fellowships to diverse first-year law students throughout the country.

Launched in 2005, the Program represents a key piece of the firm’s ongoing initiative to recruit, retain, and advance attorneys who will contribute to the diversity of our practice and of the legal profession.

The Diversity Fellowship Program is comprised of four components: Each selected Fellow receives a paid summer associate position in one of Fish & Richardson’s domestic offices during the summer of 2021; mentoring throughout the academic year by members of the firm; participation in the Leadership Council on Legal Diversity 1L Scholars Program; and a scholarship reward.

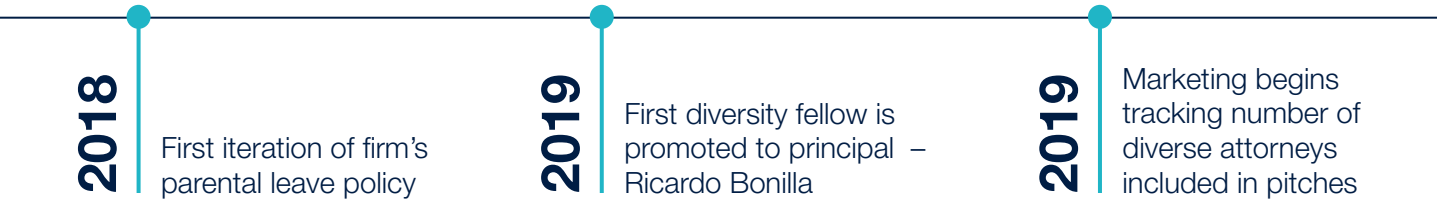
Fish attorney and former fellow Karan Jhurani spoke with Law360 Pulse for the article, “[In Their Words: Diversity Fellowships Make A Difference](#),” to discuss their experience being part of Fish’s fellowship program.



I am grateful to have chosen a firm that is genuinely invested in my success as a young Asian-American female attorney. Biglaw is a tough industry, but when your work environment is filled with amazing attorneys who are working mothers, trailblazing POC leaders, and mentors at all levels and from different generations, it makes the job that much better. I have a community that is creating and supporting opportunities for my growth while also encouraging me to carve my own path in the legal profession.

Jeanel Sunga | Associate | Former Diversity Fellow

FIRM MILESTONES





Former Diversity Fellows, top row: Ricardo Bonilla, Daniela Glaser, Sarah Jack; bottom row: Karan Jhurani, Irene Hwang, and Jeanel Sunga

Next Gen Lawyers

Fish is a founding member of Next Generation Lawyers, a national movement that seeks to empower the next generation of lawyers to have substantive speaking opportunities in court, which are vital to a young lawyer’s career yet decreasing as fewer cases go to trial. Our firm is uniquely positioned to provide young, diverse attorneys with early-career courtroom opportunities because our trial lawyers are in court nearly every day. We handle more intellectual property cases in district court, at the ITC, and at the Federal Circuit than any other firm.

“Our Next Gen initiative provides opportunities for the next generation of lawyers, which includes any lawyer who’s had fewer career development experiences, regardless of age or seniority. We also work to promote their abilities and experiences so that clients and Fish lawyers know they can trust these lawyers to handle future opportunities. I was offered significant responsibilities right from the start of my career, including being given the opportunity to second chair a trial before I had practiced a full year. I benefited tremendously because colleagues gave me early opportunities and promoted my work.”

Ricardo Bonilla | Principal and Leader of Fish’s Next Gen Initiative

FIRM MILESTONES



LEADERSHIP AND SENIOR TALENT SELECTION

Mansfield Rule

Fish has been Mansfield Certified since 2017

In 2017, Fish became one of the first 30 firms in the nation to adopt the Mansfield Rule, which requires participants to devote at least 30% of their candidate pools for leadership roles to applicants from diverse backgrounds. As the Mansfield Rule has grown and evolved, Fish has grown with it: [In 2021, the firm earned Mansfield 4.0 certification.](#)

Promotions

On January 1, 2021, we elevated our [most diverse class of principals ever](#)

In recent years, Fish has implemented new policies to ensure our promotions processes are equitable and unbiased. We have also rolled out new training programs for all associates to help prepare them for the promotions process. These efforts have borne results.



ABOUT FISH



CLOSING STATEMENT

As chair of Fish’s diversity and inclusion initiative, I know that our firm has a lot to be proud of. In recent years, we’ve been named to every iteration of the Mansfield program, including our most recent Mansfield 4.0 certification. We’ve been named one of the best law firms for women by Seramount four years running. And in 2021, we were one of just a few firms to be included in Bloomberg Law’s inaugural DEI Framework. We take pride in these achievements not for the recognition itself, but because each one represents real improvements that we’ve made within our firm – a genuine growth in our ability to support our firm members and serve our clients. But we’re not proud just because we’ve received some recognition; we’re proud because we’ve been at the vanguard, because we have made a difference in the profession, and we have made a difference in individual lives.

But at the same time, we recognize that everything we’ve done so far is still just the beginning. We as a firm, and the legal profession as a whole, have further to go to ensure that our workplace and our profession achieve and maintain a level of representation that accurately reflects the incredible array of perspectives and lived experiences that the world has to offer.

It’s a long road, but I’m proud of the steps we’ve taken – and I’m looking forward to the journey ahead. We hope you’ll join us in this important and august endeavor.



Ahmed J. Davis
Principal | Chair, Diversity & Inclusion Initiative
Fish & Richardson P.C.

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