



DIVERSITY

LEVERAGING OUR CULTURE OF INCLUSION



Diversity and Inclusion at Jones Day



Jones Day remains aggressively committed to hiring, retaining, and developing lawyers from historically underrepresented backgrounds. By mentoring and promoting women, people of all races, and members of the LGBTQ+ community, we tap the unique perspectives, strengths, and experiences of an exceptionally talented group of lawyers.

Our mentoring programs focus on every lawyer's individual interests, needs, and personal and professional goals. Our culture of collaboration ensures the best-possible guidance, resources, and support for every lawyer joining our Firm. Challenging casework and meaningful client engagements – early in every associate's career – sharpen skills and pave the way for long-term success.

**Yvette
McGee Brown**

Partner-in-Charge
of Diversity, Inclusion
& Advancement



Jones Day's Firmwide Diversity, Inclusion & Advancement Committee

The more than 40 members of the Firmwide Diversity, Inclusion & Advancement Committee reflect the diversity of the Firm by race, gender, ethnicity, sexual orientation, practice area, and geographic location. The Committee confers quarterly to exchange information and develop priorities and strategies for accomplishing Firm-sponsored goals relating to diversity and inclusion.

LONDON OFFICE DIVERSITY AND INCLUSION SURVEY

(The questionnaire below is a requirement of, and wording is provided by, the Solicitors Regulation Authority.)

1 Select one category which best describes your role in the firm.

(Reference to solicitors includes Registered European Lawyers and Registered Foreign Lawyers.)

- Solicitor partner (sole practitioner, member, or director) - Members or directors who are not solicitors should be recorded in the 'Managerial role' category below. 13.04%
- Solicitor (not Partner) - All other practising solicitors including assistant solicitors, associates or consultants. 31.88%
- Other fee earning role - Includes fee earners such as trainee solicitors, members of CILEx who are not Chartered Legal Executives (Fellows) or CILEx Practitioners and paralegals i.e. those who are not 'authorised persons'. 13.04%
- Role directly supporting a fee earner - Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals. 23.91%
- Managerial role - Includes non-lawyer managers, directors, or members and others such as practice managers, finance or account managers etc. 7.25%
- IT/HR/other corporate services role - Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles. 7.97%
- Barrister – Individuals authorized by the Bar Standards Board. 0.72%
- Prefer not to say 2.17%

2 From the list of age bands below, please indicate the category that includes your current age in years:

- 16–24 5.80%
- 25–34 37.68%
- 35–44 20.29%
- 45–54 23.91%
- 55–64 10.14%
- 65+ 1.45%
- Prefer not to say 0.72%

3 Which gender do you identify with?

- Man 38.41%
- Woman 60.87%
- Prefer not to say 0.72%

4 Is the gender you identify with the same as your sex registered at birth?

- Yes 99.28%
- No 0.72%

5 The Equality Act defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities. If you have a condition which fits the Equality Act definition, please tick 'Yes' even if you are not limited by your condition.

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

• Yes	2.21%
• No	97.06%
• Prefer not to say	0.74%

6 Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

• Yes, limited a little	2.21%
• No	96.32%
• Prefer not to say	0.74%

7 What is your ethnic group?

• Bangladeshi	0.72%
• Chinese	0.72%
• Indian	0.71%
• Pakistani	1.45%
• Caribbean	2.90%
• White and Asian	2.17%
• White and Black Caribbean	1.45%
• Any other mixed/multiple ethnic background	0.72%
• British/English/Welsh/Northern Irish/Scottish	76.09%
• Irish	2.90%
• Any other White background	7.25%
• Any other ethnic group	2.17%
• Prefer not to say	1.45%

8 What is your religion or belief?

• No religion or belief/Atheist	44.20%
• Buddhist	0.72%
• Christian	42.75%
• Hindu	0.72%
• Jewish	2.90%
• Muslim	2.90%
• Sikh	0.72%
• Any other religion or belief	2.17%
• Prefer not to say	2.90%

9 What is your sexual orientation?

• Bi	2.19%
• Gay/lesbian	3.65%
• Heterosexual/straight	87.59%
• Other preferred description	1.46%
• Prefer not to say	5.11%

10 What type of school did you mainly attend between the ages 11 and 16? If you changed schools, please base your answer on the last two years of your education.

• UK state run or funded school (selective on academic, faith or other grounds)	18.84%
• UK state school (non-selective)	46.38%
• UK independent/fee-paying school (bursary)	5.80%
• UK independent/fee-paying school (no bursary)	13.77%
• Attended school outside the UK	13.04%
• Prefer not to say	2.17%

11 Did either of your parents attend university by the time you were 18?

• No, neither of my parents attended university	57.25%
• Yes, one or both of my parents attended university	38.41%
• Don't know/not sure	0.72%
• Prefer not to say	3.62%

12 What was the occupation of your main household earner when you were about 14?

• Modern professional and traditional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer, (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	27.01%
• Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager	20.44%
• Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse	4.38%
• Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver	12.41%
• Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff	10.22%
• Small business owners who employed less than 25 people such as corner shop owners, small plumbing companies, retail shop owner, single restaurant or café owner, taxi owner, garage owner	13.14%
• Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	3.65%
• Other, such as: retired, this question does not apply to me, I don't know	2.92%
• Prefer not to say	5.84%

13 Are you a primary carer for a child or children under 18?

• Yes	30.66%
• No	67.88%
• Prefer not to say	1.46%

14 Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?

• No	89.86%
• Yes, 1–19 hours a week	4.35%
• Yes, 50 or more hours a week	1.45%
• Prefer not to say	3.62%

ONE FIRM WORLDWIDE®

AMSTERDAM	CLEVELAND	HONG KONG	MEXICO CITY	PERTH	SILICON VALLEY
ATLANTA	COLUMBUS	HOUSTON	MIAMI	PITTSBURGH	SINGAPORE
BEIJING	DALLAS	IRVINE	MILAN	SAN DIEGO	SYDNEY
BOSTON	DETROIT	LONDON	MINNEAPOLIS	SAN FRANCISCO	TAIPEI
BRISBANE	DUBAI	LOS ANGELES	MUNICH	SÃO PAULO	TOKYO
BRUSSELS	DÜSSELDORF	MADRID	NEW YORK	SAUDI ARABIA	WASHINGTON
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