



INCLUSION AT JONES DAY

A Core Value. A Commitment. A Community.

One Firm Worldwide®

For more than 130 years, Jones Day has nurtured and sustained a culture of client service and professionalism rooted in core priorities shared across the Firm, including pro bono initiatives, encouraging diversity in the profession, supporting community outreach efforts, and promoting the rule of law around the world.

A UNIFIED, GLOBAL INSTITUTION

Jones Day's "One Firm Worldwide" culture remains a model of unselfish collaboration, unwaveringly focused on the client's concerns and best interests. Jones Day is the only law firm in the history of the BTI Consulting Group's "Client Service 30" to remain in the top 5 for all 23 years in the survey's history.

Why Jones Day?

Accelerated Career Development. An emphasis on collaboration, a commitment to continuous training and development, and the opportunity to work with clients in every major business center in the world, make Jones Day a compelling opportunity for talented lawyers from any background to learn, achieve, and grow their careers.

Global Presence. Jones Day lawyers at all stages of their careers serve on teams representing 40 offices and 24 practices on client matters in litigation, M&A and private equity, intellectual property, compliance, tax, cybersecurity, health care, and every other type of legal matter potentially affecting the modern multinational corporation.

"Perspectives and Pathways" – 1L Conference

Jones Day's annual 1L Conference, "Perspectives and Pathways," brings together Jones Day lawyers, clients, and first-year law students from across the country for two days of networking, skill-building, and presentations. Students learn about the pathways to a successful legal career by interacting with Jones Day lawyers and clients, attending presentations from Firm leaders, and participating in training sessions covering legal writing, negotiations, and client advocacy.



The New Lawyers Group

Effective lawyering and career development begin with an individual's careful decision about the type of lawyer they want to be. At Jones Day, new lawyers are extended time to explore options before ultimately deciding on a practice focus.

For more than three decades, Jones Day's New Lawyers Group, or NLG, has provided new lawyers exposure to a variety of practices, lawyering styles, and training and development opportunities. Associates work with the Firm to determine their best fit and passion for a practice area, becoming a better and more well-rounded lawyer in the process. The NLG practice benefits our associates, the practices they join, the Firm, and our clients.

In addition to providing ongoing professional development opportunities, we bring together new associates from across the Firm for the New Lawyers Academy in Washington, D.C., where they participate in training sessions, interact with peers, and meet Firm leaders.



Jones Day Partner and New Lawyers Group leader Shirlethia Franklin talks about how the group helps new lawyers meet their potential.



Inclusion

A CORE VALUE. A COMMITMENT. A COMMUNITY.

A Core Value. Jones Day has a long-standing commitment to diversity and inclusion, recognizing that a diverse group of lawyers is important to Firm culture and in meeting the needs of clients in a diverse world. The Firm pursues the hiring, development, and retention of lawyers from historically underrepresented backgrounds.

A Commitment. Jones Day focuses on the recruiting, retention, and advancement of lawyers through visible sponsors, role models, and leaders that encourage each lawyer to bring their authentic self to the Firm, confident in the support they will find.

A Community. At Jones Day, leaders and lawyers are committed to exceptional client service, the rule of law, the legal profession—and to each other. It's a community unlike that of any other law firm. Seven Affinity Groups are active and engaged, creating community across the Firm while supporting new lawyers in developing the skills needed to advance.

FIRMWIDE AFFINITY GROUPS

Sharing ideas, concerns, information, and successes with individuals from similar backgrounds and common experiences can be vital to the professional and personal development of a lawyer at any career stage. Recognizing the inherent value of promoting interaction between lawyers, Jones Day's seven Affinity Groups hold regular meetings and events promoting networking opportunities, mentoring relationships, formal and informal training, and general feedback and career guidance. Some of the groups are long-standing and established, while others are new and just beginning, but the Firm's commitment to every group is significant and genuine.

All lawyers throughout the Firm are welcome to join any Jones Day Affinity Group.

- Asian Lawyers
- Black Lawyers
- Hispanic Lawyers
- Jewish Cultural
- LGBTQ+ Lawyers and allies
- South Asian Lawyers
- Women Lawyers.





Jones Day's Pro Bono Culture

Jones Day professionals at every career level, and from every practice and every office, contribute to the Firm's culture and tradition of pro bono. The Firm identifies complex, serious problems and strategizes on transformative solutions. The long-term commitment to pro bono has never wavered, whether leveraging our global resources in the fight against human trafficking, combatting hate crimes, or participating in local legal aid efforts in the community.

Jones Day brings the same dedication and commitment to pro bono matters applied to traditional client work. Pro bono partners in each Jones Day office coordinate pro bono opportunities and match each engagement with the right lawyer. Jones Day lawyers represent individuals and nonprofit organizations in both civil and criminal litigation before a variety of administrative agencies and courts.

Across the Firm, lawyers participate in local clinics that provide cost-free legal advice to the indigent on landlord/tenant law, public benefits, immigration, probate, family law, and consumer fraud. Jones Day lawyers have represented defendants at all levels of the criminal justice system, from wrongfully charged individuals facing their first trials to death row inmates seeking new hearings.

Jones Day lawyers serve on boards of not-for-profit organizations, and assist small business start-ups with structuring, compliance, and tax issues. They volunteer at food banks, and they provide legal counsel to charitable organizations. They march in Pride parades, and they support their local arts communities. Ongoing efforts like these solidify and demonstrate the Firm's dedication to pro bono work, and a genuine, unwavering commitment to the cities and regions we call home.

ONE FIRM WORLDWIDE®

AMSTERDAM
ATLANTA
BEIJING
BOSTON
BRISBANE
BRUSSELS
CHICAGO

CLEVELAND
COLUMBUS
DALLAS
DETROIT
DUBAI
DÜSSELDORF
FRANKFURT

HONG KONG
HOUSTON
IRVINE
LONDON
LOS ANGELES
MADRID
MELBOURNE

MEXICO CITY
MIAMI
MILAN
MINNEAPOLIS
MUNICH
NEW YORK
PARIS

PERTH
PITTSBURGH
SAN DIEGO
SAN FRANCISCO
SÃO PAULO
SHANGHAI
SILICON VALLEY

SINGAPORE
SYDNEY
TAIPEI
TOKYO
WASHINGTON

LONDON OFFICE DIVERSITY AND INCLUSION SURVEY

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

1 General

1 Select one category which best describes your role in the firm. (Reference to solicitors includes Registered Foreign Lawyers.)

• Solicitor partner – Partners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	20.83%
• Solicitor (not Partner) – All other practising solicitors including assistant solicitors, associates or consultants.	31.55%
• 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'.	9.52%
• Role directly supporting a fee earner – Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.	15.48%
• Managerial role – Includes non-lawyer managers, directors, or members and others such as practice managers, finance or account managers etc.	6.55%
• IT/HR/other corporate services role – Not an authorised person and not individuals in a managerial role – includes finance or accountancy roles.	13.10%
• Barrister – Individuals authorised by the Bar Standards Board.	0.60%
• Prefer not to say	2.37%

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

• 16–24	3.57%
• 25–34	38.10%
• 35–44	17.86%
• 45–54	19.64%
• 55–64	18.45%
• 65+	0.60%
• Prefer not to say	1.78%

3 What is your sex?

• Male	46.67%
• Female	51.52%
• Prefer not to say	1.81%

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

• Yes	98.20%
• Prefer not to say	1.80%

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.

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

• Yes	6.59%
• No	91.62%
• Prefer not to say	1.79%

6 Are your day-to-day activities limited by your disability or condition?

• Yes, limited a lot	0.62%
• Yes, limited a little	3.70%
• No	94.44%
• Prefer not to say	1.24%

7 What is your ethnic group?

• Chinese	0.60%
• Indian	2.38%
• Pakistani	1.79%
• African	1.19%
• Caribbean	1.19%
• White and Asian	2.98%
• White and Black African	0.60%
• White and Black Caribbean	0.60%
• Any other mixed/multiple ethnic background	2.98%
• British/English/Welsh/Northern Irish/Scottish	67.86%
• Irish	4.17%
• Any other White background	8.93%
• Arab	0.60%
• Any other ethnic group	1.19%
• Prefer not to say	2.94%

8 What is your religion or belief?

• No religion or belief	40.48%
• Buddhist	0.60%
• Christian	42.26%
• Hindu	0.60%
• Jewish	3.57%
• Muslim	1.79%
• Sikh	1.79%
• Any other religion or belief	3.57%
• Prefer not to say	5.34%

9 What is your sexual orientation?

• Bi	2.40%
• Gay/lesbian	4.19%
• Heterosexual	86.83%
• Prefer not to say	6.58%

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

• Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	31.52%
• 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	26.06%
• Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse	4.85%
• Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver	8.48%
• 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	10.91%
• Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner	9.09%
• Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	3.03%
• Prefer not to say	6.06%

11 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)	16.07%
• UK state school (non-selective)	38.10%
• UK independent/fee-paying school where I received no bursary or a bursary covering less than 90% of my tuition	23.21%
• UK independent/fee-paying school where I received a bursary covering 90%	2.98%
• Attended school outside the UK	16.07%
• Don't know/not sure	0.60%
• Prefer not to say	2.97%

12 Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?

- | | |
|--|--------|
| • No, neither of my parents attended university | 51.19% |
| • Yes, one or both of my parents attended university | 42.86% |
| • Don't know/not sure | 2.98% |
| • Prefer not to say | 2.97% |
-

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

- | | |
|---------------------|--------|
| • Yes | 30.12% |
| • No | 68.67% |
| • Prefer not to say | 1.21% |
-

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 | 89.88% |
| • Yes, 1–19 hours a week | 6.55% |
| • Yes, 20–49 hours a week | 0.60% |
| • Yes, 50 or more hours a week | 0.60% |
| • Prefer not to say | 2.37% |

ONE FIRM WORLDWIDE®

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