



# INCLUSION AT JONES DAY

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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 inclusion 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.

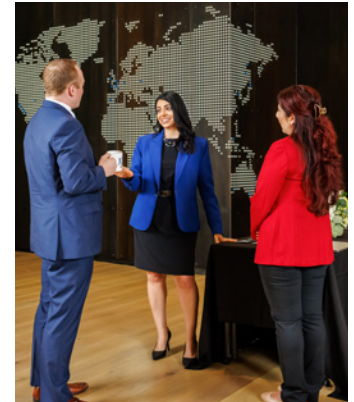
## Why Jones Day?

**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 inclusion, recognizing that a diverse group of lawyers is important to Firm culture and in meeting the needs of clients in a diverse world.

**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. Eight Affinity Groups are active and engaged, creating community across the Firm while supporting new lawyers in developing the skills they need to advance.

## FIRMWIDE AFFINITY GROUPS

Sharing ideas, 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 eight Affinity Groups hold regular meetings and events promoting networking opportunities, mentoring relationships, formal and informal training, and general feedback and career guidance.

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
- MENA Cultural
- 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  
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