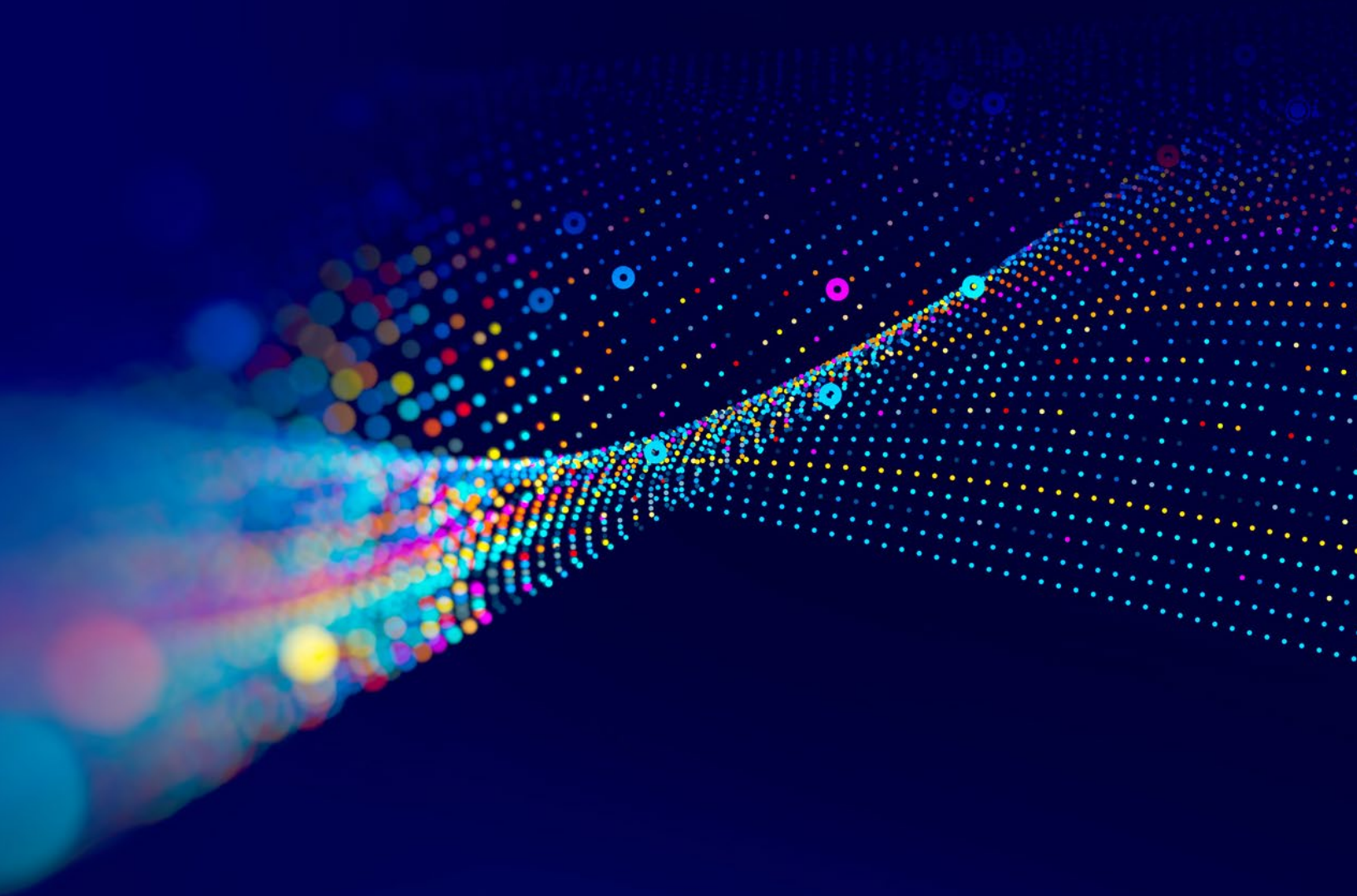
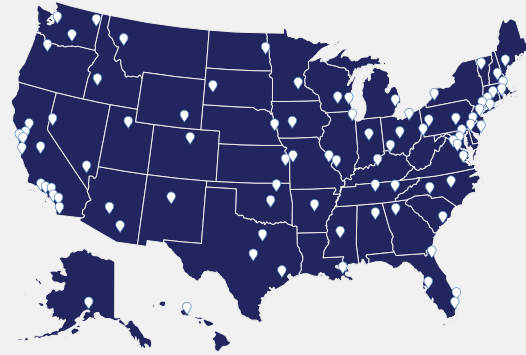


# Building Equality Inspiring Inclusion



While discussions around diversity, equality, and inclusion have become more prominent in recent years, GRSM has long turned words into action. Our unique presence in all 50 states provides a powerful foundation for creating an inclusive and supportive workplace ensuring GRSM offers equal opportunity for all.



“At GRSM, we are intentional about creating space for diverse voices at every level of leadership. Through mentorship, visibility, and meaningful opportunities to lead, GRSM empowers us to shape the future of the profession from within.”

**Hiawatha Northington II**

Partner, Jackson,  
Diversity Committee Co-Chair &  
African American Affinity Group Co-Chair

# Strategic Leadership Pipeline

We are committed to developing the next generation of leaders who reflect the clients and communities we serve. Our strategic, merit-based approach focuses on building a pipeline for future leaders through:

- Recruitment and hiring practices that attract top talent from a broad range of backgrounds
- Mentoring programs designed to support retention, growth, and leadership development
- Intentional participation in business development opportunities to expand leadership visibility
- Inclusion initiatives that engage attorneys and professional staff

We have a long-held belief that diverse perspectives and equal opportunity are both good for business and good for people. Our programs underscore this commitment and reflect our alignment with best practices that are inclusive, equitable, and transparent.



“As gatekeepers to the justice system, attorneys are vital to ensuring the process and its members reflect the diverse values of our society. At GRSM, we take this charge seriously. While these challenges are often difficult, we are committed to effectuating change. We pledge that our firm will continue to reflect the multicultural world in which we live and work.”

**Laura De Santos**

Partner, Houston,  
Diversity Committee Co-Chair

# LEAD Program

We are committed to creating equal opportunities for all, with every decision grounded in merit. As part of our broader efforts to develop future leaders across the firm, we established and implement our Leadership Equality and Diversity (“LEAD”) Program. This initiative has been designed to foster professional growth, leadership development, advancement, and to strengthen leadership pathways for all, including those from historically underrepresented backgrounds.

Key components of the LEAD Program include:

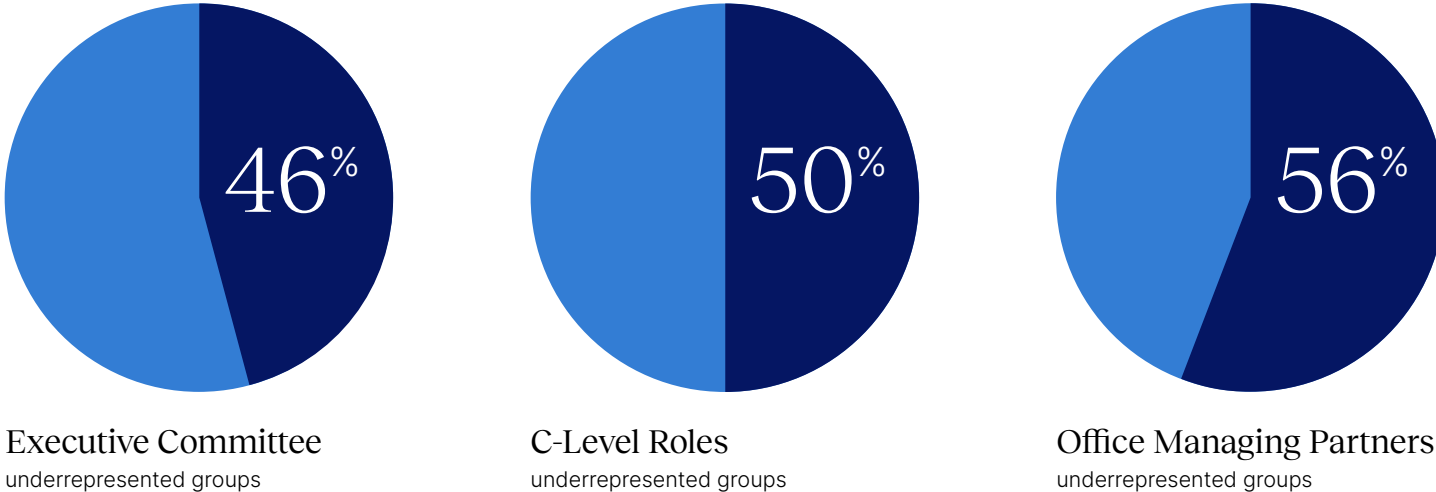
- Deliberate and inclusive recruitment practices that actively seek out top talent through bar associations, professional affinity groups, and other public organizations. GRSM's expectations around inclusive hiring are clearly communicated to executive search firms.
- One-on-one mentoring programs designed to support retention, development, and advancement.
- Intentional inclusion in business development and marketing efforts, ensuring attorneys from a wide range of backgrounds are positioned in key, client-facing roles in proposals and pitches.
- Regular review of leadership opportunities, key committee membership roles, and partner candidate pools to ensure qualified attorneys across the firm are considered for such positions.
- The LEAD Program also encompasses GRSM's administrative and professional staff to ensure equality in leadership development and career progression across all roles of the firm.

# GRSM By the Numbers

GRSM Practice Group Leaders:  
Exceeding the National Average for Diversity



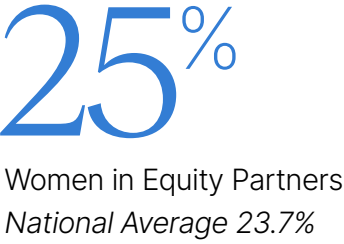
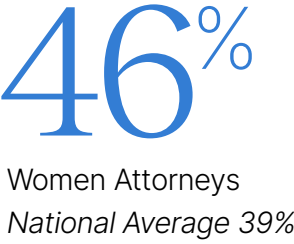
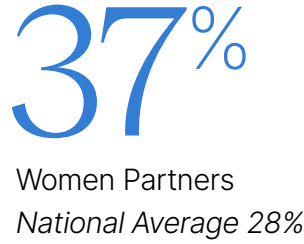
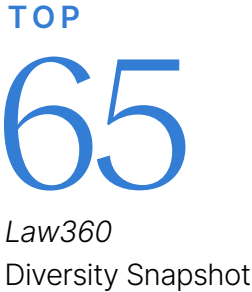
Leadership Diversity Across Key Roles



“Through the Women’s Initiative we have added flexibility for working mothers, mentorship, access to opportunities, and education in marketing and leadership. We are committed to making our attorneys feel appreciated, valued, and most importantly, we want them to know that we have a vested interest in their future as leaders at our firm.”

**Debra Ellwood Meppen**  
Partner, Los Angeles, Women’s Initiative Chair

# Leaders in DEI



# Affinity Groups

Professional affinity groups have expanded from sources of social support to become workplace spaces that inspire innovation and improve employees' performance and job satisfaction. GRSM has experienced firsthand the impact of our own affinity groups in helping us live our values and expand inclusion in our culture. All attorneys are welcome to participate in any Affinity Group, regardless of personal background or identity. These groups encourage meaningful connections and community but do not alter the firm's commitment to a merit-based approach to hiring, compensation, and promotion.

The power of personal connection energizes our Affinity Groups.

The program is built around people who have traditionally been underrepresented in the legal profession. Each group addresses the unique concerns and goals of its members while upholding the firm's commitment to provide support and resources to all our attorneys.

Defined by meaningful conversations, exchanges of ideas, and opportunities for socializing and networking, our Affinity Groups also look to build bridges and invite allies across the firm and beyond. Open to all attorneys, regardless of race, gender, sexual orientation, or ethnic background, our Affinity Groups bring shared experience and future purpose to the forefront of our DEI commitment.



“As GRSM continues to grow, we collectively thrive by cultivating an environment that values our differences. Our focus on the inclusion of all creates an innovative workplace that fosters discussion and collaboration. Those perspectives and insights benefit our clients as we advise and guide them on their legal needs.”

**Franz Hardy**  
Office Managing Partner, Denver

## 20 years

Ranked on the  
*American Lawyer's*  
Diversity Scorecard

## 100%

Corporate Equality Index  
Human Rights Campaign  
Foundation



“Long before diversity became a business necessity to remain competitive, GRSM embraced diversity initiatives out of a genuine desire to bring in multicultural influences to the firm. Ultimately the firm's commitment has led to dynamic record growth in diverse members. The pay off – a diverse firm committed to the success of its clients.”

**Mercedes Colwin**  
Partner, New York

### African American Affinity Group

Open to all attorneys, the African American Affinity Group is dedicated to fostering the success of African American professionals across the firm. The group provides a platform for GRSM colleagues to support one another both professionally and personally. It encourages its members to participate in organizations outside of the firm that align with the group's mission, such as local bar organizations or national outfits that promote the fellowship and advancement of African Americans in the legal field. The group actively engages in recruiting African American attorneys, and other professionals, to the firm.

### Asian American Pacific Islander Affinity Group

Open to all attorneys, the Asian American Pacific Islander (AAPI) Affinity Group focuses on meaningful and sustainable mentoring, networking and sponsorship of its members. Its mission is to encourage the retention and advancement of AAPI attorneys within the firm. The group fosters informal mentoring relationships to support personal and professional development and aligns with external regional and national organizations with similar goals.

### Hispanic/Latino Affinity Group

The Hispanic/Latino Affinity Group serves as a resource for furthering the networking, mentoring and career development of Hispanic/Latino attorneys, and is open to all GRSM attorneys. The group engages with the Hispanic/Latino community and participates in Hispanic Heritage Month events and local and national bar organizations.

### Jewish Affinity Group

The Jewish Affinity Group's goal is to provide a space for communication among our Jewish attorneys and all others who are interested in issues faced in their practices and lives. The group's mission is to be a visible presence to those who identify as Jewish or are interested in Jewish culture. Our goals are to network, share our stories among ourselves and the larger GRSM community, and build connections within the firm. We aim to create a platform where our shared cultural experiences can be discussed, recognized, respected and blended with other groups within the firm and society.

### LGBTQ+ Affinity Group

Open to all attorneys, the LGBTQ+ Affinity Group works to increase LGBTQ+ visibility and representation within the firm and the broader community. Its mission is to highlight and address the unique issues facing the LGBTQ+ community and to provide support and mentoring opportunities to its members. The group also engages with regional and national LGBTQ+ organizations aligned with its mission.

GRSM has consistently achieved a perfect score of 100 on the Corporate Equality Index (CEI) since 2016. This national benchmarking survey and report, administered by the Human Rights Campaign (HRC) Foundation, assesses corporate policies and practices related to LGBTQ+ workplace equality.



“Most firms ‘talk the talk’ on diversity issues, but GRSM ‘walks the walk.’ We’ve created an environment where lawyers of all backgrounds can flourish. This, frankly, makes us different than other firms and is just another reason why GRSM is a truly great place to work!”

**Elizabeth Lorell**  
Partner, New Jersey

### South Asian Affinity Group

The South Asian Affinity Group fosters relationships nationwide among the firm’s South Asian lawyers and is open to all attorneys. It encourages mentoring, networking, and cross-marketing while providing an open forum to discuss and promote the expansion and advancement of our firm’s South Asian presence, as well as the personal and professional advancement of each member. One focus is on the retention and elevation of South Asian associates through mentorship, collaboration and open communication. The group works with local, regional and national organizations with a similar mission.

### Women’s Initiative

The Women’s Initiative at GRSM is committed to providing leadership, inspiration and opportunity for women. It was created to facilitate the advancement of women at GRSM and to advance the opportunities for women in the legal profession overall. All attorneys are welcome to participate in the group, regardless of identity.

Throughout the firm, a range of best practices programs focus on networking activities, speaking engagements, business education, and mentoring advice. They are intended to help develop leadership competencies, management skills, and business-generating abilities critical to the professional development of women lawyers.

We emphasize these priorities to ensure that women are equipped with the knowledge, experience and skills required to take advantage of more and better opportunities.

Our Women’s Initiative has had the effect of attracting and retaining women lawyers and helping them succeed in their professional goals.

“By sharing our experiences, we continue to cultivate an inclusive environment where every voice is heard, valued and respected.

**Dina S. Glucksman**  
Partner, Los Angeles, Jewish Affinity Group Chair

# Empowering Voices



“GRSM’s commitment to diversity, inclusion and cultural excellence is one of the great aspects of being a part of the firm. I am inspired by the dedication of the individuals who make the firm’s Diversity Committee what it is. I feel strongly that the participation and involvement of attorneys across the firm leads to the better understanding and representation of our clients.”

**Sally Kim**  
Partner, Seattle



“GRSM’s commitment to diversity, in all facets of its work, is one of the firm’s enduring qualities and a cornerstone of success. The African American Affinity Group has proven to be invaluable. It provides a productive forum for professionals to support one another in their personal and professional growth. and as It’s also a vehicle for the education of our colleagues about issues unique to the African American community.”

**Jonathan B. Blakley**  
Partner, Chicago,  
African American Affinity Group Co-Chair



“GRSM has been steadfast in its commitment to diversity. This not only includes its perpetual pledge to be inclusive of all people, regardless of identity, but also to focus on building authentic relationships within our communities. In the past 15 years, I have seen how GRSM encourages a workplace where all can proudly bring his or her true self to the table.”

**Erika L. Shao**  
Partner, Los Angeles,  
LGBTQ+ Affinity Group Co-Chair



“GRSM’s ‘let’s make it happen’ approach makes diversity a natural part of the firm’s growth. Reaching out to talented diverse candidates when opportunities arise, knowing that fit is assured, has given us a distinct edge and momentum. This approach creates a powerful advantage in attracting and retaining diverse attorneys and staff.”

**Robin Symons**  
Office Managing Partner, Miami

“Since its inception in 2016, GRSM’s South Asian Affinity Group has been bringing awareness of distinct aspects of our community’s culture, including arranged marriage and the perceptions, misconceptions and collateral issues that accompany this concept. We have confronted stereotypes in mainstream American culture and broken through these stereotypes to change the narrative. Meaningful involvement by our non-South Asian colleagues is essential and we hope to continue building allies.”

**Avanti Bakane**  
Partner, Chicago, South Asian Affinity Group Co-Chair

“Receiving and providing strong mentorship and making meaningful connections with colleagues are the reasons I have been practicing at GRSM for over 20 years. GRSM has always recognized the value of diversity and inclusion, and as our firm continues to grow, we remain committed to developing, supporting, and elevating attorneys from a wide range of backgrounds.”

**Alyson S. Cabrera**  
Partner, Hispanic/Latino Affinity Group Co-Chair



“GRSM understands that a diverse law firm is necessary to represent our diverse clients and our diverse population. From the day I first met with GRSM partners to discuss opening the Pittsburgh office more than a decade ago, I was struck by their true entrepreneurial zeal and their open-minded, inclusive attitude. That was no show, it is an attitude that is pervasive among all of the firm’s offices.”

**Manoj Jegasothy**  
Office Managing Partner, Pittsburgh

“GRSM’s commitment to diversity, inclusion and cultural excellence is one of the great aspects of being a part of the firm.”

**Sally Kim**  
Partner, Seattle

“GRSM is a balanced law firm that excels at satisfying our clients’ needs using talented lawyers and staff from diverse backgrounds. I’m proud to be a partner here.”

**Allen Estes**  
Office Managing Partner, Seattle



“Under the umbrella of our Diversity Committee, the South Asian Affinity Group captures the spirit of colleagues who share an affinity for South Asian heritage. The group provides an invaluable platform to connect with and support others and allows for open discussion of experiences, challenges, knowledge and as collaboration across our GRSM community.”

**Catherine Delorey**  
Senior Counsel, San Francisco,  
South Asian Affinity Group Co-Chair



“At my prior firm, I was the first Asian American partner. Here I appreciate the strong and supportive community of Asian Americans across the firm, including partners, associates and professional staff. The AAPI Affinity Group offers mentoring and connection at a scale I had never experienced before. The opportunity to make an impact exists at all levels of the firm.”

**Philip H. Lo**  
Partner, Orange County,  
Asian American Pacific Islander  
Affinity Group Co-Chair



“Being at a firm that embraces and supports its diverse attorneys has always been important to me. While it has substantially grown since I joined the firm, GRSM has maintained its culture of inclusion and its commitment to diversity. I am proud to work for a firm that strives to ensure that the legal community is as diverse as the community we serve.”

**Dominic Campodonico**  
Partner, San Francisco



### For More Information Contact

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