

# DIVERSITY REPORT

2018 | 2019



# Introduction

## Diversity is now a business requirement

To effectively meet the challenges of today's business environment, law departments need to understand multiple perspectives and find innovative solutions in a fast-moving landscape. Diverse teams enable companies to rise to the occasion and perform with resilience and adaptability, strengthening their work as a whole. Despite the well-documented advantages of diversity, the legal industry still lags when it comes to recruiting and retaining diverse talent. According to the American Bar Association (ABA), 15% of lawyers in the United States, across the profession as a whole, identify as racial and ethnic minorities, and 36% identify as women.<sup>1</sup> Those numbers are fairly consistent with law firm diversity: as per the National Association for Law Placement (NALP), 16.1% of lawyers in US law firms identify as racial and ethnic minorities,<sup>2</sup> and 35.4% identify as women.

At Axiom, we're proud to report that our lawyer population is significantly more diverse than industry standards: **25.9% of our US-based lawyers identify as racial or ethnic minorities**, as defined by NALP. That number grows to **30.5% when expanded to include a broader definition of "minority"** more consistent with the ABA. In addition, **53% of our US-based lawyers identify as women**.

## Axiom's commitment to diversity

At Axiom, we're focused on creating a better career destination for lawyers, and empowering legal departments to access limitless expertise without compromise. Diversity is core to our values and our business, and our employees reflect this commitment. Throughout Axiom's 20 years, we've offered lawyers a unique approach to building their careers: empowerment, flexibility, and choice. As such, we've attracted a diverse bench of highly capable lawyers, who are passionate about the law they practice and bring the advantages of that diversity to our client's legal teams.

We are committed to hiring and supporting a diverse group of employees because we understand the value and benefits of diversity to our organization, culture, and clients.

## Inside this report

This report takes a closer look at Axiom's 2018 diversity statistics for both our lawyer population and corporate headquarters employees based in the United States, including:

- The diversity of Axiom lawyers compared to the industry standards recorded by the ABA and NALP
- The diversity of our corporate headquarters staff and the significant role played by women leaders on Axiom's leadership team and board
- How working with Axiom can help GCs meet their broader diversity goals and benefit from working with lawyers from diverse backgrounds

In sharing this data, it's our hope that more organizations can join us in the commitment to build and retain diverse teams. We hope to open the conversation about how companies can support employees from many different backgrounds and create a more diverse world of law.

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1. ABA/Axiom: The American Bar Association defines racial and ethnic minorities as Hispanic, African American, Asian, Native American and mixed race. Axiom's definition also includes Native Hawaiian/Pacific Islander.

2. NALP: The NALP defines racial and ethnic minorities as African American/Black, Asian, or Hispanic.

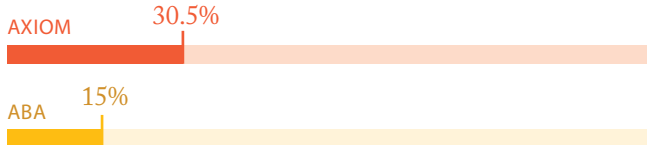
# Axiom Lawyers

## Axiom lawyers compared to US lawyers

Axiom lawyers in the United States are significantly more diverse from both a race/ethnicity and a gender perspective than the total population of US lawyers, as measured by the **ABA**.

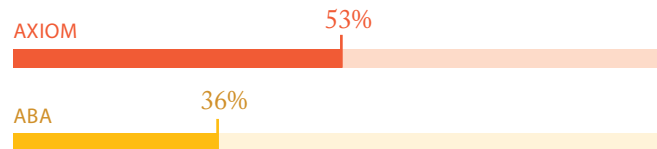
### Race / Ethnicity

Minority



### Gender

Women

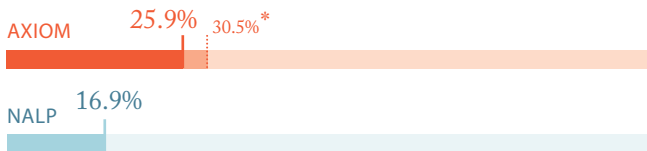


## Axiom lawyers compared to US law firms

Axiom lawyers are also significantly more diverse than the lawyer population at US-based law firms, as measured by **NALP**.

### Race / Ethnicity

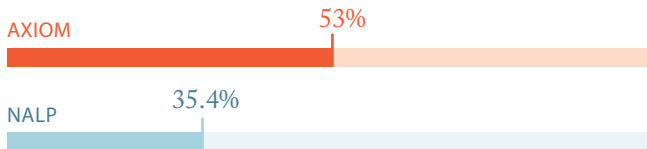
Minority



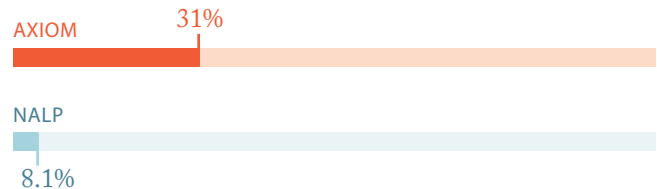
\* Note: When looking at a broader definition of "minority" to also include American Indian/Alaska Native, Native Hawaiian/ Pacific Islander, and Multiracial, Axiom's minority lawyer population is **30.5%**.

### Gender

Women



### Minority Women



## Axiom new hires in 2018

Axiom is committed to hiring women, racial and ethnic minorities, and our new hires in 2018 reflect this.



54.9% **Women lawyers**; well over industry standards.



32.1% **Racial and ethnic minority lawyers**; well over industry standards.

# Axiom Corporate Headquarters Employees

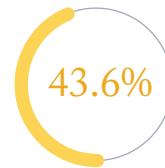
Axiom's commitment to gender equity is reflected in the people who make up our corporate employees, senior leadership team, and board members.

## Gender

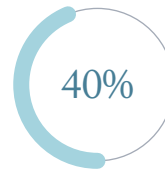
Women



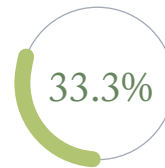
**51.8%** of all Axiom corporate employees identify as women



43.6% of Axiom VPs and above identify as women



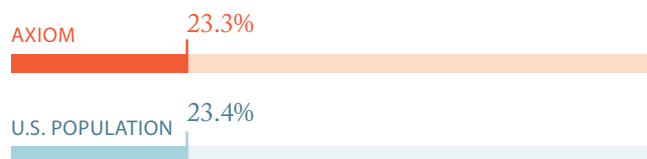
40% of Executive Leadership Team members identify as women, including **Axiom's CEO**



33.3% of Axiom board members identify as women

## Race and ethnicity

Minority



The racial and ethnic diversity of our corporate employees mirrors that of the US population<sup>3</sup>.

Among our recruitment and hiring priorities is a commitment to increasing our ethnic diversity across our business, particularly at the senior-most level.

3. According to the ABA 2019 Profile of the Legal Profession.

# Axiom's Diversity Practices

In addition to our recruiting and hiring practices, Axiom works to promote employee diversity and cultural inclusion with our flexible employment model for lawyers and cultural initiatives at our corporate headquarters.

## **Innovative employment model**

Axiom lawyers are empowered to choose their client engagements, which provides the flexibility to work on a part-time basis and take time off as needed between engagements.

## **Employee initiatives**

Axiom has several employee-led affinity groups open to all interested employees, including:

- Women in Leadership: dedicated to ensuring women feel equally valued at all levels and role types across Axiom, with a focus on identifying and overcoming barriers to equal advancement.
- Axiom Outlaws: organized to promote community and organize programming for LGBTQ+ employees and their allies in order to build a welcoming and inclusive culture.
- Axiom Engage: a social responsibility program through which our team members can work to support community organizations in their local neighborhoods.

# Conclusion

In an increasingly complex legal and business environment, diversity strengthens teams and enables them to perform efficiently and solve significant challenges. Promoting and supporting a diverse workforce has been at the core of Axiom's values for nearly 20 years. Working with Axiom can help legal leaders meet their diversity and business goals and can help lawyers—of all backgrounds—build sustainable, rewarding careers.

**Want to join a dynamic, diverse team?**

**Get in touch at [axiom@axiomlaw.com](mailto:axiom@axiomlaw.com)**