

PRESS RELEASE

Baker Donelson Named to Bloomberg Law's Inaugural Diversity, Equity, & Inclusion Framework

November 11, 2021

Baker Donelson has been named to Bloomberg Law's inaugural Diversity, Equity, & Inclusion (DEI) Framework. Baker Donelson is one of 28 U.S.-based law firms recognized for their level of disclosure of diversity-related metrics and distinguished performance against six core pillars: demographics, leadership and talent pipeline, recruitment and retention, business innovation and strategy, marketing, and diversity and inclusion (D&I) in the community. More information about the first-of-its-kind Bloomberg Law 2021 DEI Framework, the methodology, and a full list of members, is available [here](#).

"Through a demonstrated commitment to DEI, Baker Donelson is helping to move the legal industry forward and we recognize their performance by naming them as a member of our 2021 DEI Framework," said Joe Breda, president, Bloomberg Law. "As we look to the future, it is increasingly apparent that businesses and corporations will look to legal service providers who reflect their values and commitments. Baker Donelson has distinguished itself as a law firm that – based on its track record to date – deserves to be a part of that consideration set."

Bloomberg Law's DEI Framework was developed in collaboration with Bloomberg's Gender-Equality Index team, as well as diversity leads at corporations and U.S.-based law firms. Performance was assessed across more than 85 metrics, each associated with one of the framework's six core pillars. Going forward, the methodology and membership criteria will be reviewed and updated annually to ensure alignment with industry trends, methodologies, and best practices.

"As our industry strives to make genuine and lasting progress towards true diversity and inclusion, Bloomberg Law's DEI Framework is a welcome measure to ensure transparency and accountability among law firms regarding their commitment to diversity," said Baker Donelson's Chief Diversity and Inclusion Officer [Mark A. Baugh](#). "We are proud to be among a select group of law firms recognized in this inaugural listing."

In addition to the Firm's ongoing D&I efforts, during 2020 Baker Donelson implemented a [D&I Compact](#), a multi-year plan to drastically increase the number of diverse attorneys within its ranks, as well as committing to provide additional support and remove barriers to advancement. Baker Donelson's Compact outlines the Firm's commitment to be an industry-leading law firm in D&I by December 31, 2025. In order to meet that goal, the Compact set specific benchmarks for the Firm to achieve at least 20 percent diverse attorneys, ten percent diverse shareholders, eight percent diverse equity shareholders and a ten percent diverse management team. For the purposes of the D&I Compact, diversity is defined as racial, ethnic, and LGBTQ+ status.

D&I at Baker Donelson

Baker Donelson strives to create an inclusive environment for all employees, welcoming people of all races, genders, ages, languages, ethnicities, cultural backgrounds, disabilities, sexual orientations and religious beliefs to assist clients in achieving their legal goals. As a Mansfield Rule Certified Plus firm for the second consecutive year, Baker Donelson affirmatively considers at least 30 percent women, attorneys of color, LGBTQ+ attorneys, and attorneys with disabilities in the candidate pools for recruitment, governance roles, equity partner promotions, and inclusion in formal pitch presentations to clients. Baker Donelson is a member of the Law Firm Antiracism Alliance (LFAA), a coalition of more than 200 of the nation's leading law firms

focused on utilizing private bar resources to assist legal services organizations in furtherance of their missions to dismantle barriers to opportunity in communities of color, and is a member of Out Leadership, the oldest and largest global coalition of companies working to improve LGBTQ+ equality.