

SLAUGHTER AND MAY /

# RACE FAIRNESS ACTION PLAN



# RECRUITMENT AND ATTRACTION

We are focused on attracting a diverse pool of candidates, upholding equality with a fair recruitment process.

## #10,000 Black Interns

**Black students and graduates realise their potential through paid internships.**

This year we hosted **eight interns for six weeks** in our Knowledge and Innovation, HR, Finance, Technology, Responsible Business and Disputes and Investigations teams in partnership with #10,000 Black Interns.

*“My experience as an intern at Slaughter and May has been insightful. I have enjoyed gaining a glimpse into all the work that goes into ensuring the firm fosters an inclusive environment for everyone regardless of background or difference.”*

**Gloria Bojuto,**  
Responsible Business Intern

*“I welcomed the opportunity for the Finance Team to host an intern as part of the #10,000 Black Interns Programme. We had our intern with us for six weeks, which flew by. As a new graduate, we wanted to ensure he had broad exposure to the different aspects of Finance and he worked in several teams (and I really do mean worked!). Our intern was a self-starter, inquisitive and eager to learn and took every opportunity presented to him. I hope he benefitted from the experience as much as we did. As a team, we found the experience to be both rewarding and valuable, and everyone in Finance enjoyed engaging with him during his stay with us. Providing career and developmental opportunities for the next generation is something that is important and the Finance team look forward to supporting this initiative next year.”*

**John Jones,**  
Finance Director



## Black Excellence Network

BEN is a network for Black students built by Black students which challenges the disparities in educational attainment.

The firm's Trainee Recruitment team first partnered with BEN in 2021 as their headline law sponsor. BEN members have direct access to our lawyers as 'consultants' and are invited to recruitment events.



## Women in the City Afro-Caribbean Network

We were the first Magic Circle law firm to become Platinum Sponsors of Women in the City Afro-Caribbean Network (WCAN), an enterprise dedicated to championing the personal and professional development of Black women. Since 2016, we have hosted and participated in a range of trainee recruitment networking and interview skills sessions for WCAN members.

## Collaborating with university Afro-Caribbean Societies

The Trainee Recruitment team have an ongoing active relationship with the Afro-Caribbean Societies (ACS) at a number of universities so that we can appeal to and attract ethnic minority talent.

rare

DIVERSITY  
RECRUITMENT  
EXCELLENCE

Rare

Rare is a specialist diversity graduate recruitment company. We were one of the first law firm to collaborate with Rare over a decade ago and we have recruited many work experience students and trainee solicitors through our sponsorship and involvement with their Articles (Black heritage) and Discuss (social mobility) programmes. We collaborate with Rare to provide career-long coaching for all Rare recruits at the firm.

### Inclusive interview training

100% of interviewers involved in trainee recruitment attend inclusive interview training to ensure that we run a fair and consistent interview process.

# COLLABORATIONS

We collaborate within and beyond the legal sector to promote a diverse and inclusive workforce, fostering an environment of learning and sharing best practice.



## Legal CORE

We spearheaded Legal CORE with seven other founding firms which is the first leadership-led, cross-firm collective aimed at tackling the underrepresentation of ethnic minority groups in the UK's legal sector. We now have over 40 law firms that form Legal CORE, recognising that by acting together we can make progress.

*“The role of leaders is central to bringing about the change within our firms in terms of our culture and the way we work. We do not think that this role can be delegated to others.”*

**Uzma Hamid-Dizier**, Director of Responsible Business and co-chair of Legal CORE



## Black Counsel Forum

Our sponsorship and partnership with the Black Counsel Forum aims to equip Black heritage lawyers with practical road-tested strategies to help them navigate their careers successfully and network with barristers and solicitors from across the UK.

*“Among the plethora of events available, the Black Counsel Forum is undoubtedly one of the best I have attended; the calibre of speakers was exceptional and the sessions engaging and relevant. It provided a chance to connect with, learn from and share experiences with Black lawyers across the city. While a strong internal network remains fundamental to career success, it is also good to have safe spaces and opportunities to build on our networks externally. I am proud that Slaughter and May sponsored this great initiative and very much look forward to the next event.”*

**Ngozie Azu**, Special Advisor,  
International Law Firm Relationships



## Black Equity Organisation (BEO)

We collaborated with five other law firms, both with funding and pro bono support, to assist with the development and launch of BEO, the UK's new national and independent Black British civil rights organisation, created to advance justice and equity for Black people in Britain.

**Samay Shah**, sponsoring Partner for Slaughter and May's work with BEO, says:

*“It has been recognised that a greater focus is needed on the elimination of racial discrimination across a variety of sectors. We are pleased to be able to support BEO with both funding and pro bono support, along with other contributing law firms, to get BEO to the point of launch and beyond.”*



## NOTICED

We are a member firm of NOTICED, the UK's first collaborative inter-law firm diversity network aimed at promoting opportunities to integrate, celebrate and educate on diversity across the legal sector, with a particular focus on ethnic minorities within the profession.

## NOTICED

UK's first Law Firm  
Diversity Network with focus  
on Multiculturalism

# CULTURE

We want to create an environment where everyone can thrive and we each take responsibility to contribute to an inclusive culture.

## Targets

We have gender and ethnicity targets for promotions into the partnership. We take a data driven approach, tracking and conducting regular data scrutiny to ensure our policies and practices are set up to enable all of our people to thrive.

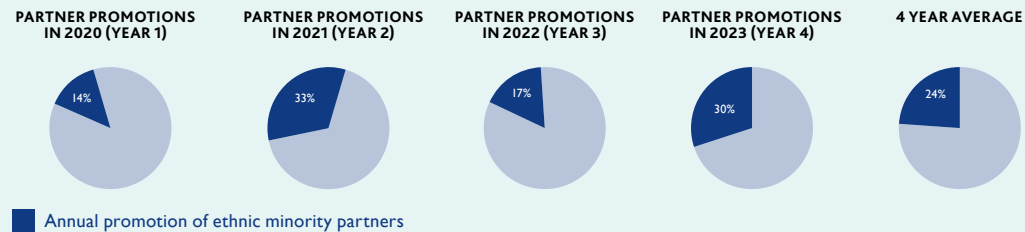
Our ethnicity target is that between May 2020 and April 2025: a minimum of 15% of equity partner promotions in London and Brussels will be from an ethnic minority background.

### ETHNICITY

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#### Progress



### Everyday Inclusion

The aim of the Everyday Inclusion programme is to coach participants across all levels and areas of the business on how they can 'speak up' against non-inclusive behaviours and 'call in' the contributions of colleagues.



### DIVERSE Network

Our active firm-wide network celebrates and promotes social, ethnic and racial diversity. Activities include talks by David Harewood, David Olusoga, John Amaechi OBE and Natasha Brown, plus we brought the Carnival to Bunhill with a steel band, headdress making and a talk from Notting Hill Carnival ambassadors.

### Hemisphere

This is an online training programme designed for interviewers and managers to be aware of the ethnic minority experience in order to create a more equitable outcomes in the workplace.



### INvolve Mentoring

We participate in the INvolve mentoring scheme, which pairs up ethnic minority talent with senior leaders from organisations across a wide range of sectors.

*“Fairness, equity, and inclusion are at the heart of our firm’s approach. Our race fairness action plan was set out to bring about the much needed change to those of ethnic minority and Black heritage in and out of the workplace. We recognise that as a firm, and as a sector, we still have a great deal of work to do in this area and I hope that our commitment to this demonstrates our pledge to do more to develop ethnic minority talent within the legal profession.”*

**Deborah Finkler, Managing Partner**



### Insights Reverse Mentoring

The firm’s reverse mentoring scheme, Insights, provides senior leaders (mentees) with the opportunity to learn from more junior employees (mentors) about race and ethnicity and other diversity characteristics. Mentors share their own personal perspective giving an ‘insight’ into their experience here at the firm.

### Out of Group (Co) Mentoring Pilot

We are piloting a (Co) mentoring programme to support the pipeline development and retention of Black heritage associates and trainees. The programme aims to provide additional career guidance, talent development opportunities and senior allyship to our Black heritage associates and trainees outside of their respective group as well as enhance partner capacity to support them to develop and progress at the firm.

# BENCHMARKS, SIGNATORIES AND AWARDS

We are committed to doing better to increase diversity, equity and inclusion. There are no shortcuts, it takes hard work and time, and we remain resolute to our commitments.



## ROLE MODEL LISTS 2023

### Race Fairness Commitment

**We are founding signatories to the Race Fairness Commitment.**

Using quantitative data and monitoring the careers of ethnic minority employees, we can identify and address the points at which there may be a point of divergence in their career path compared to that of their peers.

We collaborated with Rare Recruitment to launch the Recruitment Agency Race Fairness Commitment, aimed at ensuring that ethnic minority job seekers get the same job opportunities as their counterparts.

### Sunday Times Open Letter

The Times open letter is a commitment by businesses to hold themselves to account to tangible measures on Black inclusion.

**We are signatories alongside more than 30 CEOs.**

### Halo Code

The Halo Code is a campaign pledge, signed by schools and businesses that promises members of the Black community that they have the "freedom and security to wear all afro-hairstyles without restriction or judgment".

**We are signatories to the Halo Code.**



**Samay Shah, Partner**  
Empower 100 Executives Role Model List



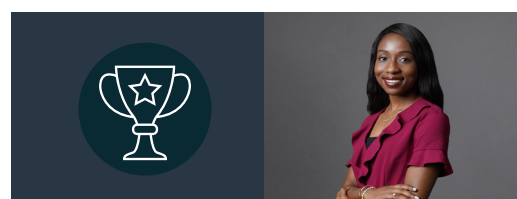
**Gayathri Kamalanathan, Partner**  
Empower 100 Executives Role Model List



**Andrew Jolly, Partner**  
Empower 50 Advocates Role Model List



**Lorna Nsoatabe, Partner**  
Empower 100 Future Leaders Role Model List



**Elizabeth Oladunni, Associate**  
Empower 100 Future Leaders Role Model List

