

Diversity and Inclusion

When deciding among law firms, do you consider diversity and inclusion important?

We do. At Andrews Kurth, diversity and inclusion are more than just "buzz words." They are core values and key to our business and people strategies.

We recognize that in order to compete for talent in today's marketplace, we must provide a workplace where everyone is treated with dignity and respect, with universal access to tools and resources so that everyone can perform to their fullest potential. In so doing, we believe that we can create a workplace that is both intellectually stimulating, professionally rewarding and fun.

Diversity and Inclusion Vision

Andrews Kurth embraces diversity and inclusion as a business imperative and our responsibility. We strive to be a leader in the legal profession by building a high-performance team of diverse individuals to create a positive experience for our clients and firm community.

We define "diversity" broadly to respect such personal characteristics as race/ethnicity, gender, age, sexual orientation, gender identity or expression, religion and disability as well as our individual qualities, talents, perspectives, backgrounds and experiences.

By "inclusion" we recognize the importance and value of bringing together individuals and their different perspectives in our various workplace processes.

To advance our diversity and inclusion strategy, we have the following internal structures and resources in place:

- Diversity Committee, with full-time Partner and Chief Diversity Officer
- Women's Initiative Team
- Inclusive policies and benefits, e.g., medical and dental benefits for domestic partners
- Professional Development Team, with dedicated lawyer resources
- New employee orientation and on-boarding, which includes our customized Diversity and Inclusion Orientation
- Formal and informal mentoring
- Enhanced maternity and non-primary caregiver leave
- Accountability for participation in diversity and inclusion matters through the annual performance review process

Diversity and Inclusion Outreach

In addition, the external organizations that help us with our recruitment and retention strategies include:

- Partnership for Attorney Retention, Founding Member
- Council on Legal Education Opportunity, a talent pipeline development organization that works with undergraduate and law school students

Participation in minority career fairs, including:

- Vault/Minority Corporate Counsel Association Regional Career Fairs
- Sunbelt Career Fairs
- Participation in bar association programs to identify minority law students and attorneys to be included in our recruitment programs

Through these efforts, we better position our firm to build a diverse and dynamic team of extraordinary professionals.

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What Our Candidates Say

"At Andrews Kurth, I had the opportunity to meet with many successful women attorneys. This was not the case at other firms I interviewed with."

"It's very nice to see the emphasis that Andrews Kurth places on recruiting a diverse group of individuals; it means a lot to us when choosing firms."