

OUR **DIRECTION** | OUR **INCLUSION PRINCIPLES** | OUR **STRATEGY** | OUR **PROGRESS** | OUR **CONTACTS**

OUR **DIRECTION**



Ice Miller's approach is centered on building a work environment that will attract talented attorneys and professional staff who are seeking an inclusive organization to grow their careers. The Firm's strategic focus is directed at building an inclusive culture and equitable systems in order to retain and advance team members from all backgrounds. This focus will enrich our work environment and provide opportunities to better understand and serve our clients.

Ice Miller remains focused on building a **welcoming and inclusive workplace** where **everyone** feels a sense of **belonging**.

OUR **INCLUSION PRINCIPLES**



By collectively committing to this work, we will experience increased engagement, drive better performance and ultimately build a stronger and more successful Firm.

To guide our collective effort, we've asked every member of our Firm to:

1. **Commit Personally:** focus on individual contributions, engagement and accountability for building an inclusive culture.
2. **Create Transparency:** focus on sharing information and knowledge to support success.
3. **Embrace Difference:** focus on valuing all contributions, treating people with respect and investing in their careers.

OUR **STRATEGY**



Our strategic initiatives target improvement in the areas of inclusiveness, retention and advancement.

All team members feel respected, included, valued and part of the team.

Our people feel empowered to be their authentic selves. Our environment allows team members to realize their unique potential and contribute their best work.

Inclusive leadership skills are enhanced and unconscious bias is mitigated.

Our leaders are equipped with the skills to lead teams inclusively and inclusive leadership plays a key role in management appointments. We increase awareness of unconscious bias and interrupt bias in our processes.

Attorney work distribution practices and development programs are designed to provide equitable access to meaningful assignments and opportunities.

We ensure transparency around the benchmarks for career advancement at Ice Miller. We create focus for equitable development and work allocation.

Staff professional development and advancement opportunities are enhanced to support engagement and retention.

Our professional staff feels valued and their leadership capability is enhanced within Ice Miller.

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OUR **PROGRESS**



Building a measurement based approach with a focus on inclusiveness, retention and advancement

- Established 2022 representation goals for women, diverse attorneys and diverse professional staff in recruitment, promotions and Firm leadership. These goals are a strategic priority that inform our pipeline, retention and advancement strategies and keep us focused on and accountable to measurable progress.
- Provided Firm-wide unconscious bias training and implemented bias interrupters into our attorney evaluation and candidate interview processes pursuant to the American Bar Association and Minority Corporate Counsel Association report *You Can't Change What You Can't See: Interrupting Racial & Gender Bias in the Legal Profession*.
- Implemented a gender neutral 16-week paid parental leave policy (includes birth, adoptive and foster care parents). Launched a breastmilk shipping program and back-up childcare and elder care benefit.
- Adopted a Leave of Absence Ramp Up Policy in furtherance of our American Bar Association Well-Being Pledge commitment, which includes a reduced hours expectation with no reduction in compensation and a ramp up support plan for the transition to work.
- Launched a competency-based evaluation framework for partner-track progression decisions that enhances transparency around the benchmarks for career advancement and mitigates unconscious bias in the attorney evaluation process.
- Launched a business professionals diversity and inclusion committee to ensure our diversity and inclusion work reaches across the Firm and engages all team members.
- Joined the Diversity Lab's 2020-2021 Mansfield Certification cohort to help us further diversify our leadership ranks and grow our talent pipeline.



OUR CONTACTS

To speak with us about our diversity and inclusion work, contact:



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