

Race and ethnicity strategy



Race and ethnicity are complex issues, which is why many organisations have struggled to make progress.

Recent international events highlighting systemic racism and inequality have signalled a turning point, becoming a high priority for our people, society and our clients. We have seen engagement in our Cultural Diversity Network dramatically increase since these events that have shocked the world.

By placing inclusivity at the heart of our strategy, it is important for us to stand up to inequality and follow through with positive actions. We signed the Race Fairness Commitment to publicly demonstrate this and we're now launching this dedicated strategy.

Our successful activity in areas such as gender and LGBT+ has taught us that clearly communicating our ambition, using data to inform decisions, monitoring progress and promoting a sense of allyship for under-represented groups, are all very effective in delivering change.

To move the dial, we'll be focusing on the following three areas:

1. Recruiting more diverse talent.
2. Improving the experience of our colleagues.
3. Engaging our clients and wider communities.

This strategy sets out how we intend to make progress in the next two - three years.



Shane Gleghorn
Managing Partner



Wendy Tomlinson
UK Talent Director



Tandee Minhas
Partner,
Co-chair cultural
diversity network



Vin Bange
Partner,
Co-chair cultural
diversity network

Recruiting more diverse talent

We will proactively encourage more people from Black, Asian and minority ethnic groups to enter the legal profession, and join Taylor Wessing. We will stand up to racism and inequality at every opportunity. Here's how we plan to do this:

- We will review our recruitment processes to ensure racial bias is removed ensuring the experience is enhanced for all. We'll kickstart this with our graduate talent programme in 2020/21.
- We will actively monitor representation of our Black, Asian and ethnic minority colleagues at each level across the firm, as well as in graduate and lateral recruitment, benchmarking ourselves against our peers.
- We will review our student outreach programmes to ensure we are reaching more talent from Black, Asian and minority ethnic groups.
- We will collaborate with our sector to explore an industry-wide approach that utilises organisations such as The Law Society, Aspiring Solicitors, Future First, InterLaw and many others. We believe that in collaborating in this way, we can identify senior leaders at other law firms who share our ambition to affect real change.

Improving the experience

It's vital we improve the experience, including retention and progression, of people from Black, Asian and minority ethnic groups at Taylor Wessing:

- We will deliver anti-racism training, which will initially be aimed at partners and leaders, followed by the wider Taylor Wessing community.
- We will develop allies for our colleagues who are part of minority communities, aligned with ally programmes for other networks.
- We will develop internal listening programmes to gather feedback from our Cultural Diversity Network and the broader Taylor Wessing community. This will also help us to track progress and monitor engagement from different ethnic groups.
- We will track our talent pipeline based on ethnicity and identify sponsors and mentors to support those from Black, Asian and minority ethnic groups.
- We will expand our reverse mentoring programme to include race and ethnicity, helping to facilitate learning and sharing of experiences and ultimately foster change.
- We will regularly monitor promotions, performance, reward and attrition for race/ethnicity bias and call out concerns.

Engaging our clients and community

We recognise the importance that our clients and the wider community play in amplifying, promoting and celebrating the voices of Black, Asian and minority ethnic groups. We will work alongside them to do the following:

- Actively seek out charity, community and pro bono projects that look to overcome racial inequality, promote positive role models and behaviours.
- Work with our contacts across the sector to support change in the legal community.
- Engage with clients on joint projects in this area to share knowledge, deepen our relationship and increase impact.
- Use our marketing and communications platforms to promote positive stories, address issues and dispel racial stereotypes.

© Taylor Wessing LLP 2020 | 2009-001720-3

This publication is not intended to constitute legal advice. Taylor Wessing entities operate under one brand but are legally distinct, either being or affiliated to a member of Taylor Wessing Verein. Taylor Wessing Verein does not itself provide legal or other services. Further information can be found on our regulatory page at:

[taylorwessing.com](https://www.taylorwessing.com)