



Celebrating 10 years of thought leadership,
community & collaboration

YEAR IN REVIEW

2022

WWW.DFALLIANCE.COM

2022 YEAR IN REVIEW

In 2022, we celebrated 10 years of thought leadership, community & collaboration, and engaged with more than 4,000 professionals through events, advisory services, trainings and research projects.

4,000+
Professionals

MEMBERSHIP

We advised more than [80 member organizations](#) as they continued to emerge from the pandemic, implemented flexible and hybrid working initiatives and evolved to meet the needs of their workforce. Our events, strategic planning sessions, policy reviews, research reports and written materials served as critical resources for our community of forward-thinking organizations.

80+
Members

ADVISORY SERVICES

We also provided more than fifty-six [customized strategic advisory solutions](#) presentations and trainings tailored to meet the unique needs of more than 30 companies, firms and associations. Some of our 2022 advisory services included:

- hybrid working training programs;
- cross-cultural competency training sessions;
- organizational culture assessments;
- focus groups;
- leadership brainstorming facilitation sessions;
- inclusive leadership training;
- analysis of flexibility practices;
- Intercultural Development Inventory® (IDI) assessments;
- strategy sessions; among many others.

56+
Presentations

SPEAKING ENGAGEMENTS

In 2022, [Manar Morales, President & CEO](#) & national thought leader shared her expertise and insights on a multitude of topics, including:

- Flexibility as a Competitive Advantage in Recruiting, Retention, and DEI
- Inclusive Leadership: Avoiding Bias and Stigma
- Advancement of Women in the Workplace
- Interrupting Bias in Recruiting
- Thriving & Leading in a Hybrid Environment
- Returning to the Office Post-Pandemic
- Building Connection in a Hybrid Environment
- Managing Virtual & Hybrid Teams
- Proximity Bias Training
- Insuring Inclusivity in Interviewing
- Inclusion in a Hybrid Environment
- Understanding Emotional Intelligence
- Maintaining DE&I Priorities in the New Hybrid Workplace
- The Great Resignation and Implications on DEI
- ABCs for Talent Management in the Post-Pandemic Era

2022 EVENTS

Through our events & programs, we brought together individuals from member & non-member organizations to hear from thought leaders, share best practices & collaborate on pressing issues.

6

Seminars

SIGNATURE SEMINARS

In 2022, we offered our members six [Signature Seminar](#) webinars featuring experts and authors focusing on timely workplace topics such as collaboration, influence, the hybrid workplace, inclusive leadership and social presence. These webinars provided more than 800 individuals from our member organizations with critical insights and cutting-edge organizational solutions and individual strategies.

800+

Registrants

FEBRUARY

Preparing for a Hybrid Work Environment: Setting Up Your Employees for Success featuring [Manar Morales](#), President & CEO, Diversity & Flexibility Alliance

JULY

Leading Inclusively in a Hybrid Environment featuring [Manar Morales](#), President & CEO, Diversity & Flexibility Alliance

APRIL

You Have More Influence Than You Think: How We Underestimate Our Power of Persuasion & Why It Matters featuring [Vanessa Bohns](#), Associate Professor Cornell University

SEPTEMBER

Getting Along: How to Work with Anyone (Even Difficult People) featuring [Amy Gallo](#), Co-Host of Women at Work podcast, & Contributing Editor at Harvard Business Review

JUNE

Smarter Collaboration: A New Approach to Breaking Down Barriers and Transforming Work featuring [Heidi K. Gardner](#), Ph.D., Distinguished Fellow, Harvard Law School

DECEMBER

Being Present: Commanding Attention at Work and at Home by Managing Your Social Presence featuring [Dr. Jeanine Turner](#), Professor, Georgetown University



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3

Events

LEADERSHIP SYMPOSIUM

Provided as a special benefit of membership for our Champion and Leader Member organizations, our 2022 [Leadership Symposium](#) addressed pertinent, innovative and provocative topics. 350 professionals registered for our symposium gaining leadership skills crucial to success this year and into the future.

350
Registrants

Confident Hybrid Communication
Featuring Casey Carpenter, Trainer & Coach, Global Public Speaking

Resilient Leadership
Featuring Manar Morales, President & CEO, Diversity & Flexibility Alliance

Business Development Trends in a Post-Pandemic World
Featuring Mo Bunnell, founder of the Bunnell Idea Group (BIG).



4

Roundtables

INNOVATION CIRCLES

We held four of these intimate virtual roundtables which provided a unique opportunity for professionals with similar roles to discuss the challenges and opportunities of the changing workplace.

54
Registrants

2

Innovation Circles for
Diversity Leaders



2

Innovation Circles
for Talent Leaders

2022 EVENTS

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FLEX LAUNCH BOOTCAMP

In 2022, our highly-coveted [Flex Launch Bootcamp](#) and follow-up Implementation Lab provided attendees with the unique opportunity to learn hands-on strategies for redesigning and implementing a successful post-pandemic flexible working initiative in a small, intimate group.



ANNUAL CONFERENCE

On Thursday, November 3 we held our 2022 virtual [Annual Conference](#) complete with inspirational presentations & dynamic discussions exploring the latest in diversity, flexibility, talent retention and the future of work.



This unique event provided some 200 attendees with an opportunity to immerse themselves in an afternoon of inspirational content, connection and collaboration while interacting with other attendees and presenters in real-time. We were extremely proud of the top-notch speakers who delivered one of a kind presentations and shared innovative, actionable strategies. Attendees gained hands-on guidance for cultivating a holistic work culture where people thrive.



2022 AWARDS

In 2022, we recognized outstanding individuals and organizations leading their industries in diversity, flexibility and the evolution towards the future of work.



2022 TIPPING THE SCALES RECOGNITION

During our 2022 Annual Conference, fifty-seven law firms were recognized for having 50% or more women in their 2022 U.S.-based new partner classes. The firms, recognized as "**Tipping the Scales**," were identified through the Alliance's **2022 New Partner Report**, a compilation of public data released each year for the past ten years.



2022 AWARDS



2022 LUMINARY AWARD

Anne Chow, former CEO of AT&T Business, received our **2022 Luminary Award** for her consistent dedication to combatting unconscious bias, advancing diversity and inclusion, and developing strong future leaders.



2022 FLEX LEADER AWARD

Jason St. John received our **2022 Flex Leader Award** for his passionate support for and unwavering dedication to offering flexible working options.



2022 FLEX IMPACT

Sheppard Mullin received our **2022 Flex Impact Award** for its industry-leading flexible working initiative, **Unplug & Recharge** which provides Associates and Special Counsel with up to 40 hours of "recharge time" annually. **PwC** was honored for its **My+ Program** - "a reimagined people experience centered around choice, flexibility and purpose."



SheppardMullin



2022 FLEX SUCCESS

Honored for achieving extraordinary success while working a flexible schedule, our **2022 Flex Success®** Award honorees were **Sarah D. Rodriguez**, Partner at Shutts & Bowen LLP, and her client **Jamie Smith**, Partner at MHP Management, LLC, and **Sheehan Sullivan**, Partner at Davis Wright Tremaine LLP, and her client **Carolyn Glenn**, Senior Counsel at Kaiser Foundation Health Plan.



2022 RESEARCH

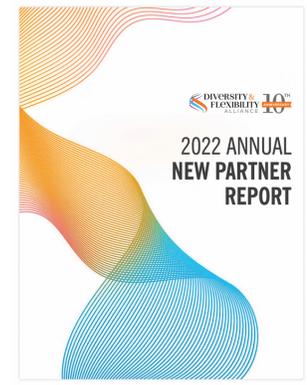
By authoring our own research we are able to provide comprehensive advice and cutting-edge solutions based on facts, market trends, and data analytics.

3

Studies

2022 NEW PARTNER REPORT

Released in November each year, our [New Partner Report](#) is a compilation and examination of data regarding the attorneys promoted to partnership in the nation's largest and top-grossing law firms.



PULSE POLL

Our [pulse polls](#) are designed to collect and examine data and trends related to timely organizational challenges and opportunities.

In March of 2022 we released the results of our **Pulse Poll: The Path Forward** which specifically examined data and trends regarding the approach organizations were planning to take related to the hybrid workplace.



LAW FIRM FLEXIBILITY BENCHMARKING STUDY

In 2022 we collected in-depth data from 68 US law firms to gauge where the industry stands in respect to workplace flexibility, hybrid working, diversity and leave policies. [This detailed report](#) will be completed and released to members and participants in early 2023.



2022 CONTENT

By creating and sharing relevant content on the latest best practices, new research and industry data we hope to make a significant impact on our members' goals and successes.



ACTION STEPS

Our monthly [Action Steps](#) reflect current world challenges and are designed to assist our member organizations with implementing practical strategies and policies related to diversity and flexibility.

JANUARY - [Tips for Individual Success in a Hybrid Environment](#)

FEBRUARY - [Tips for Managing & Leading in a Hybrid Environment](#)

MARCH - [Roles & Responsibilities Necessary In a Hybrid Environment](#)

APRIL - [Workplace Flexibility & Well Being: From Balance to Boundaries](#)

MAY - [Hybrid Meetings: Experience, Expectations & Engagement](#)

JUNE - [Where, When & How to Work in a Hybrid Environment](#)

JULY - [Flexibility as a Business Imperative Must be the Focus of Your Business Case](#)

AUGUST - [The Power of Stay Interviews](#)

SEPTEMBER - [Affinity Groups: Building Community, Development & Advocacy](#)

OCTOBER - [Leverage Hybrid & Virtual Events to Enhance Connection & Collaboration](#)

NOVEMBER - [Insights & Lessons Learned From our Annual Conference](#)

DECEMBER - [Partner with the Alliance to Make Your Flexible Work & D&I Initiatives a Success](#)

2022 IN THE NEWS

In 2022, we provided expert insights on issues related to diversity and inclusion, the advancement of women and workplace flexibility to national media outlets and podcasts.

ARTICLES

[Creating a Hybrid Work Policy? Be Intentional and Inclusive](#) - Law 360 (September 20, 2022)

[Implementing a New Hybrid Work Policy? Make Sure Your Four P's Are Aligned](#) - PD Quarterly/NALP Bulletin (March issue)



PDQ

MEDIA MENTIONS

[Saul Ewing declares Wednesdays 'Zoom-free' as law firms plot office returns](#) - Reuters (March 14)

[Saul Ewing's unusual return-to-office plan focuses on flexibility and predictability](#) - Philadelphia Business Journal (March 14)

[Sheppard Mullin Wins Flex Impact Award for Unplug & Recharge Program](#) - Cook County Record (Oct. 20)

[The Biglaw Firms Tipping the Scales for Gender Equity](#) - Above the Law (Nov. 4)

[Diversity Alliance Recognizes Shook for High Percentage of New Women Partners](#) - St. Louis Record (Nov. 9)

[Diversity & Flexibility Alliance names TC a 2022 "Tipping the Scales Firm"](#) - St. Louis Record (Dec. 9)



COOK COUNTY RECORD

ABOVE THE LAW

ST. LOUIS RECORD

PODCASTS



[Path to Well-Being in Law](#)
Podcast (May 31, 2022)



PRESENTATION HIGHLIGHT



NALP 2022
**ANNUAL
EDUCATION
CONFERENCE**
New Orleans, Louisiana
April 5-8

Plenary: The Future of Work & Legal Talent

Panel, "ABCs for Talent Management in the Post-Pandemic Era: Agility, Balance, Competency-Driven"

2022 Alliance Membership

In 2022, we collaborated with more than 80 member firms and companies. Eighty-eight percent of our members renewed their membership in 2022 and we grew our membership by 10% during the year.

88%
Renewal
Rate

Thank you to our 2022 Members!

10%
Growth in
Membership

CHAMPION MEMBERS

Alliant Insurance Services
Armstrong Teasdale
Cox Enterprises
Day Pitney LLP
Dentons
Faegre Drinker
Frost Brown Todd
Gunderson Dettmer



Hogan Lovells
Jackson Lewis PC
Katten Muchin Rosenman
Mayer Brown
Ogletree Deakins
Perkins Coie

Rivkin Radler
Seward & Kissel
Seyfarth Shaw
SheppardMullin
Stoel Rives
White & Case
Wiley Rein
Wilson Sonsini

LEADER MEMBERS

Akin Gump
Alston & Bird
Baker Hostetler
Bilzin Sumberg LLP
Brownstein Hyatt Farber Schreck
Burns & Levinson LLP
Cozen O'Connor
Crowell & Moring
Dechert
Dickinson Wright
Dorsey & Whitney



Fish & Richardson
Fisher Phillips
Fox Rothschild
Fredrikson & Byron
Gibson, Dunn & Crutcher
Hirschler
Jenner & Block
Kramer Levin
Lane Powell

Lewis Roca
Loeb & Loeb
McDermott Will & Emery
Parker Hudson
Quarles & Brady
Reed Smith
Saul Ewing
Thompson Coburn
Thompson Hine
Vorys, Sater, Seymour and
Pease
Wiggin and Dana

ADVOCATE MEMBERS

ArentFox Schiff
Arnold & Porter
Beveridge & Diamond
Bracewell
Chapman and Cutler
Cooley
Covington & Burling
Cravath, Swain & Moore
Davis Wright Tremaine



Excella
Gordon Feinblatt
Hinckley Allen
Holland & Hart
Hollingsworth
Jones Day
Kutak Rock
Latham & Watkins

Lathrop GPM
Miller & Chevalier
Morgan, Lewis & Bockius
Norton Rose Fulbright
Paul, Weiss
Shutts & Bowen
Sidley Austin
Skadden, Arps
Whiteford, Taylor & Preston
Winston & Strawn
Wolf Greenfield

Schedule a complimentary exploratory call with us today - dfalliance.com/call