

A decorative graphic consisting of four overlapping shapes: a pink triangle on the left, an orange square, a purple semi-circle, and a dark blue square on the right.

Diversity, Equity & Inclusion (DEI) Strategic Plan

ADOPTED FALL 2021

Our Diversity, Equity & Inclusion Committee, in collaboration with firm leadership, has adopted a multi-year DEI Strategic Plan that is aimed at increasing Benesch's momentum and impact in the areas of diversity, equity and inclusion. As a firm, significant progress has been made in the areas of diversity, equity and inclusion. (To read about the many accomplishments, please review our [Diversity, Equity & Inclusion Overview brochure](#).) Now, with a formal plan in place, Benesch will continue its efforts in this space with a focus on ensuring measurable and consistent progress in cultivating a culture of diversity and inclusion at all levels of the firm.

Our DEI strategic goals are designed to systemically and intentionally cultivate inclusion and diversity at all levels of the firm with a focus on further building our professional depth, quality and overall reputation with diverse and inclusive viewpoints. As such, we commit to the following actions:

- 1. Improve our organizational ability to focus on developing, promoting and evaluating efforts aimed at DEI.**
- 2. Develop sustainable firm programming focused on education and encouraging an inclusive culture and working environment that welcomes and incorporates diverse perspectives.**
- 3. Support the hiring, retention and promotion of diverse and female attorneys and staff.**
- 4. Increase diverse representation at all levels of firm leadership.**
- 5. Formalize Practice Group Leader responsibilities regarding DEI.**
- 6. Pursue industry certifications and continually educate on the value of firmwide participation.**

We have established key Success Metrics with respect to our goals to hold ourselves accountable and benchmark our successes and areas of opportunity.