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Nixon Peabody Selected as Fifth “Move the Needle Fund” Firm

Nixon Peabody Joins the Leading Firms – Eversheds Sutherland (US), Goodwin, Orrick, and Stoel Rives – That Founded This Unique Collective to Increase Diversity in the Legal Profession

San Francisco (February 4, 2020) – Diversity Lab announced today that Nixon Peabody was selected as the fifth and final firm to join the Move the Needle Fund (“MTN”). MTN is the first collaborative effort among law firms, legal departments, and community leaders designed and funded with more than \$5M to test research and data-driven ways to create a more diverse and inclusive legal profession.

Nixon Peabody joins Eversheds Sutherland (US), Goodwin, Orrick, and Stoel Rives – the four leading law firms that founded this ground-breaking effort – that officially launched January 1, 2020.

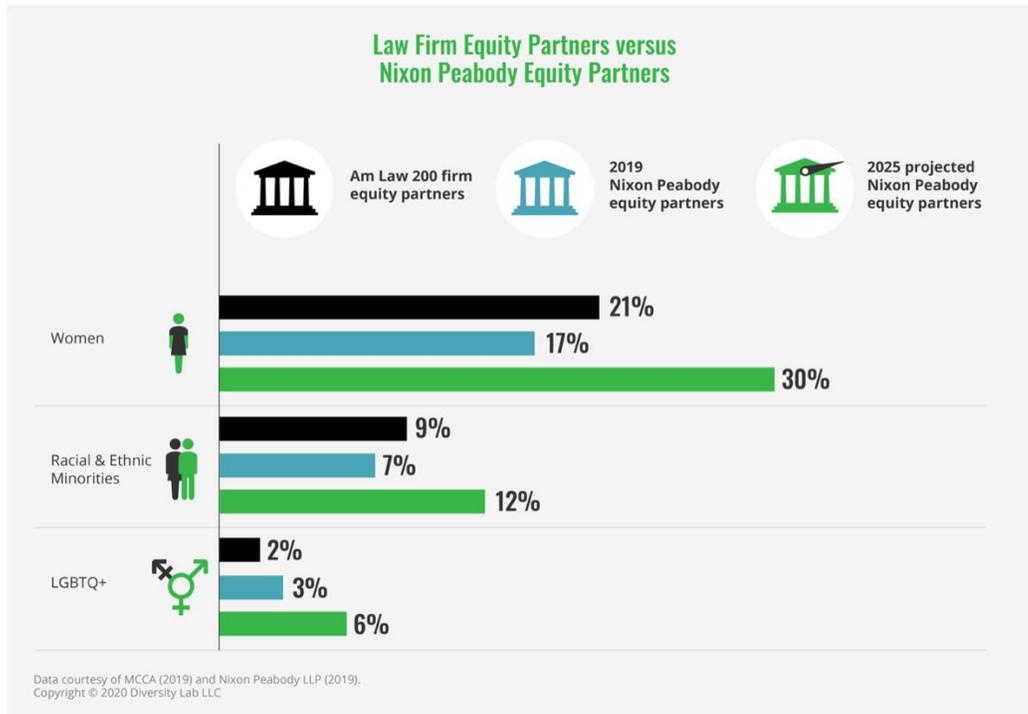
The five MTN law firms are working together with more than [25 general counsel and a dozen top community leaders](#) to create a first-of-its-kind experimental “laboratory” in which bold new approaches will be incubated over five years in the law firms to serve as a model for learning and transformative change in the legal profession and beyond. These five firms have set aggressive, measurable diversity goals and are experimenting with innovative ways to achieve them. They will publicly report their progress, including what works and doesn’t work related to their goals and the experimental diversity and inclusion initiatives so other firms and companies can learn from their efforts.

To ensure an inclusive process for selecting the fifth firm, the MTN founding firm and legal department leaders used a blind application process to evaluate the wide cross section of law firms that applied, including boutiques and large Am Law 200 firms. While the MTN leaders were incredibly impressed by the vision and commitment demonstrated by all of the applicants, Nixon Peabody stood out for the boldness of its diversity goal and its willingness to devote critical resources, experiment with new ideas, and share the outcomes.

“As a law firm that is focused on the future, we continue to seek bold and meaningful ways to create an environment that is increasingly diverse, equitable, and inclusive,” said Andrew Glincher, Nixon Peabody’s CEO and Managing Partner. “We see MTN as a unique opportunity to collaborate with a core group of innovative leaders in a new approach to diversity and inclusion, one that is grounded in research, data, and behavioral science.”

In selecting its MTN goal, Nixon Peabody opted to address the significant underrepresentation of women, racial and ethnic minorities, and LGBTQ+ attorneys in the equity partnership. Currently, across all Am Law 200 firms, the equity partnership consists of 21% women, 9% racial and ethnic minorities, and 2% LGBTQ+ lawyers. And despite an increased focus on diversity and inclusion throughout the profession, the average annual percentage increase for equity partners across Am Law 200 firms is only 0.8% for women and 0.38% for racial and ethnic minorities.

Nixon Peabody will surpass the national averages by dramatically increasing their diversity representation to become one of the most diverse and inclusive Am Law 200 partnerships. By 2025, Nixon Peabody's equity partnership will consist of 30% women attorneys, 12% racially/ethnically diverse attorneys, and 6% LGBTQ+ attorneys. Currently, 17% of Nixon Peabody's equity partners are women, 7% are racially/ethnically diverse, and 3% are LGBTQ+ attorneys. The firm has focused on the equity partnership and has disaggregated its goal to ensure that historically underrepresented groups are invested in individually.



"We are thrilled to have Nixon Peabody as our fifth firm," said James Chosy, EVP & General Counsel, U.S. Bancorp, and one of the MTN founders. "Their goal represents the type of bold thinking and action MTN was built on. Our hope is that other law firms follow the lead that these five firms have set for the profession."

Similar to Nixon Peabody's goal, the first four MTN firms' measurable goals – detailed on www.MTNFund2025.com – were carefully crafted to include many of the critical elements needed to create and sustain diverse and inclusive organizations, including retention of diverse lawyers; equal access to career-enhancing work experiences, clients, and sponsorship; creation of and investment in diverse teams, and inclusive advancement to leadership.

To achieve these goals and serve as a model for others to learn from, MTN will leverage the more than \$5M investment made by the five firms to:

- Explore and experiment with new approaches to hiring, work/life integration, work allocation, sponsorship, promotions, feedback, performance reviews, and compensation systems;
- Pilot and measure the effectiveness of the winning [Diversity in Law Hackathon](#) ideas;
- Test evidence-based research such as the [bias interrupters](#) from the ABA and Minority Corporate Counsel Association study as well as other inclusion research from top academics, including Iris Bohnet's research detailed in her highly regarded ["What Works: Equality By Design"](#) book;

- Crowdfund innovative ideas from other industries; and
- Share outcomes through case studies and metrics on a public website, the D&I Dash(board).

“With the addition of Nixon Peabody, MTN has successfully crafted a collaboration of five firms with differing practice specialties, geographies, and cultures to leverage and learn from as we work towards our goals and serve as a model for the industry,” said Melissa Jones, Managing Partner, Stoel Rives.

The MTN founding law firms and legal departments will share their learnings and collaborate on these initiatives with other legal organizations to drive positive changes throughout the profession. Details on the lessons learned and ways for others to get involved during the MTN five-year journey will be posted regularly on www.MTNFund2025.com.

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About Diversity Lab

[Diversity Lab](http://www.diversitylab.com) is an incubator for innovative ideas and solutions that boost diversity and inclusion in law. Experimental ideas – such as the OnRamp Fellowship and the Mansfield Rule – are created through our Hackathons and piloted in collaboration with more than 100 top law firms and legal departments across the country. Diversity Lab leverages data, behavioral science, design thinking, and technology to further develop and test new ideas and research, measure the results, and share the lessons learned. For more information, visit www.diversitylab.com.