



FOR IMMEDIATE RELEASE
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**ASIAN AMERICAN BAR ASSOCIATION OF NEW YORK RECOGNIZES
ALLEN & OVERY AS ITS 2022 LAW FIRM DIVERSITY AWARD HONOREE**

NEW YORK, April 20, 2022 - The Asian American Bar Association of New York ("AABANY") is pleased to announce that Allen & Overy LLP has been selected to receive the 2022 AABANY Law Firm Diversity Award. Allen & Overy will be presented with the award at AABANY's Annual Dinner at Cipriani Wall Street on April 28, 2022.

Since 2014, AABANY has selected a law firm to recognize for its commitment to improving diversity, equity and inclusion within the legal profession. Applications are reviewed on four main criteria, which include a formal diversity plan committed to retention and promotion of women and diverse attorneys, an established diversity pipeline of talent, external participation in diversity programs with organizations such as AABANY, and furtherance of AABANY's mission, which includes the active and affirmative recruitment, retention, promotion and development of Asian American and Pacific Islander ("AAPI") lawyers in New York.

Allen & Overy believes the firm thrives when individual differences are embraced. The firm prioritizes the representation of people from different racial and ethnic backgrounds at all levels. It also works hard to build a culture of allyship, where everyone at Allen & Overy works to understand the challenges diverse individuals face and plays their part in removing those challenges.

The firm's Global Board drives the diversity, equity, and inclusion (DE&I) program across the firm, working closely with a dedicated DE&I team that devises and implements its global DE&I strategy. In addition, the firm has Regional Diversity, Equity, and Inclusion partners who sponsor and support these strategies across its regions.

The firm is actively involved in fostering an inclusive environment and culture, from recruitment efforts that target diversity job fairs to retention efforts that offer a flexible approach to partnership, allowing for partners to work part-time.

To successfully tackle challenges of recruitment, retention, and promotion unique to AAPI communities, Allen & Overy runs an active Asian Affinity Network. Efforts by the Asian Affinity Network (AAN) include:

- Hosting virtual roundtable discussions where members share the challenges of working from home, ways to effectively set boundaries, and tips for staying physically and mentally well.
- Leading the U.S. offices in celebrating Asian Pacific American Heritage Month (APAHM) in May and organizing celebratory events highlighting the various Asian cultures represented by the firm's members, as well as educational events to promote community engagement and cultural awareness.

- In 2021, as part of APAHM, sponsoring a firm-wide self-defense workshop with a Thai boxing specialist in light of the increase in the attacks against the Asian American community.
- Serving as pro bono counsel to AABANY and KALAGNY in filing an appellate brief *amici curiae* to the New York Supreme Court, Appellate Division, Third Judicial Department in *Byung Choon Joe v. State of New York* to bring awareness that implicit bias may adversely affect judicial outcomes.

The success of Allen & Overy's DE&I efforts is reflected in the high percentage of AAPI female associates and partners at the firm. In fact, 17% of the New York office's attorneys are AAPI, of which nearly 12% are women.

"AABANY proudly recognizes Allen & Overy as our 2022 AABANY Law Firm Diversity Award honoree," states AABANY President William Ng. "We applaud the firm's impressive initiatives in advancing diversity, equity and inclusion in the workplace. AABANY has over the years collaborated with Allen & Overy on various programs to promote diversity, equity and inclusion, and we look forward to future partnerships."

More information about the 2022 Annual Dinner can be found on the AABANY [website](#).

For more information, please contact Yang Chen, AABANY Executive Director, at (646) 653-2168, or direct any inquiries to main@aabany.org.

The Asian American Bar Association of New York is a not-for-profit 501(c)(6) professional membership organization of attorneys concerned with issues affecting the Asian American and Pacific Islander (AAPI) community. Incorporated in 1989, AABANY seeks not only to encourage the professional growth of its members but also to advocate for the AAPI community as a whole. AABANY is a New York regional affiliate of the National Asian Pacific American Bar Association (NAPABA).

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