



**Asian American
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ASIAN AMERICAN BAR ASSOCIATION OF NEW YORK RECOGNIZES DEBEVOISE AS ITS 2023 LAW FIRM DIVERSITY AWARD HONOREE

NEW YORK, May 22, 2023 - The Asian American Bar Association of New York (“AABANY”) is pleased to announce that Debevoise & Plimpton LLP has been selected to receive the 2023 AABANY Law Firm Diversity Award. Debevoise will be presented with the award at AABANY’s Annual Dinner at Cipriani Wall Street on May 23, 2023.

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 (1) a formal diversity plan committed to retention and promotion of women and diverse attorneys, (2) an established diversity pipeline of talent, (3) external participation in diversity programs with organizations such as AABANY, and (4) 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.

AABANY recognizes Debevoise for its commitment to creating a work environment that values each individual’s contributions to the community and respects the different backgrounds, perspectives and experiences of people at the firm. The firm’s diversity, equity and inclusion (“DEI”) goals include: (1) continually evolving the core DEI mission; (2) investing in diverse talent; (3) diversifying the partnership; (4) promoting allyship and inclusion; and (5) increasing accountability via data and metrics. The firm advanced its mission via targeted programming, quarterly metrics, obtaining Mansfield certification, and weekly DEI Leadership Team meetings.

Some of the innovative DEI programs initiated by Debevoise include the following:

- 2022 Attorney of Color Retreat, which involved a hackathon, and structured to encourage collaboration among diverse teams (job, title, gender, race and ethnicity), with developed prototypes being analyzed by the DEI Leadership Team, the Director and the Talent team.
- Pilot program with the National LGBTQ+ Bar, for those who identify as trans and/or nonbinary lawyers and professional/support staff working in big law firms, with monthly gatherings to create a safe space for transgender individuals in the law firm context.
- Coaching by Faith Chung, the firm’s Diversity Equity Inclusion Manager, who obtained her Volta Lawyer Coach Certification and coaches lawyers at every level, with 26% of participating attorneys identifying as Asian.

- Partnership with Ginger, a platform designed to identify patterns of anxiety, stress and depression through smartphone-based technology, with a diverse team that provides support and training in cultural competency for care providers.

Debevoise's Asian Affinity Group ("AAG") focused on education, self-defense and allyship. Some of the programs include:

- Speaking event with U.S. Senator Mazie Hirono, who shared her experiences and perspectives on public service that inspired her commitment to break barriers as the first Asian American Woman and only immigrant serving in the Senate.
- "A History of Asian American Civil Rights Activism" workshop, exploring Asian American history through the lens of the law and sharing the often unknown stories of resilience and strength of Asian Americans in responding to injustice.
- Together with the Asian Americans Advancing Justice (AAJC) and Hollaback!, a two-part interactive workshop and training, focused on bystander intervention, conflict de-escalation, and the role of implicit and explicit bias in conflict.
- A travel buddy system, where Asian attorneys were paired to travel together, in response to fears of traveling because of anti-Asian hate crimes during COVID-19.

To tackle challenges of recruitment, retention, and promotion unique to AAPI communities, Debevoise's approach to effectively hiring and retaining diverse lawyers include:

- A new DEI structure that utilizes associate representatives from each affinity group who, along with a partner, operate as the leaders of the group and are the points of communication from the group to the firm and vice versa.
- Diverse Talent Review meetings, during which practice group leaders discuss the retention of women and diverse lawyers, including Asian lawyers, and the trends over time.

The success of Debevoise's DEI efforts is reflected in the high percentage of AAPI female associates and partners at the firm, with 14% of the New York office's attorneys identifying as AAPI, of which 67% identify as women.

"AABANY proudly recognizes Debevoise as our 2023 AABANY Law Firm Diversity Award honoree," states AABANY President Karen Kim. "We applaud the firm's impressive and innovative initiatives in advancing diversity, equity and inclusion in the workplace and look forward to recognizing Debevoise & Plimpton at our Annual Dinner."

More information about the 2023 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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