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ASIAN AMERICAN BAR ASSOCIATION OF NEW YORK RECOGNIZES WHITE & CASE AS ITS 2024 LAW FIRM DIVERSITY AWARD HONOREE

NEW YORK, May 20, 2024 - The Asian American Bar Association of New York (“AABANY”) is pleased to announce that White & Case LLP has been selected to receive the 2024 AABANY Law Firm Diversity Award. White & Case will be presented with the award at AABANY’s Annual Dinner at Cipriani Wall Street on May 22, 2024.

Since 2014, AABANY has selected a law firm each year 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 retaining and promoting women and diverse attorneys, (2) an established pipeline of diverse 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 White & Case 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) prioritizing opportunities for all talent; (2) emphasizing tracking the diversity of their teams and leadership pipeline to identify gaps and strategies for leveling the playing field; (3) deepening a culture of diverse and inclusive leadership across all levels at the firm; and (4) ensuring a unified vision through conversations that encourage and empower its employees to serve as upstanders and take action.

White & Case has a partner-led Global Diversity & Inclusion Committee which works to attract diverse talent, offering professional support and opportunities for all colleagues.

White & Case works to create a community of acceptance for all colleagues, encouraging participation in their Affinity and Women’s Networks, which raise awareness of the challenges and issues faced by diverse employees. These include the firm’s 350-member Asian Affinity Network, which promotes the advancement of the AAPI legal community.

To advance fairness of opportunity within the legal profession, White & Case has implemented several recruitment and training partnerships and programs, including:

- White & Case 1L Diversity Fellowship and partnership, which allows law students to take part in the firm’s 10-week summer associate program.
- White & Case 2L Diversity Scholarship, which provides holistic support to law students to help them flourish in a professional environment through financial aid, mentorship and professional development. The SEO Law and White & Case Mentor Program, which matches former SEOs with practicing lawyers.

- Year-long White & Case Diversity Sponsorship Program, which matches associates with partner sponsors to support their professional growth and careers.
- Participation in McKinsey’s Connected Leaders Academy for Asian, Black, and Hispanic talent.

These past few years, we have all encountered challenges posed by the pandemic, a national racial reckoning, economic turmoil, civil unrest, a surge in anti-Asian hate and violence across the country. In response, White & Case initiated an inclusive leadership training program, with interactive workshops, for all colleagues starting in 2021. Further, the firm created an intranet subsite as a resource for Asian colleagues and their allies, so that they can learn more about the impact of anti-Asian hate and the support services available to them.

The success of White & Case’s DEI efforts is highlighted by the high percentage of AAPI female attorneys globally, with 9.3% identifying as AAPI, of which 54% are women.

“AABANY is proud to honor White & Case as the winner of the 2024 Law Firm Diversity Award through their outstanding achievements in fostering a diverse workplace culture,” states AABANY President Joseph Eng, Jr. “Their establishment of diversity programs and initiatives fosters equity amongst their colleagues of all identities.”

More information about the 2024 Annual Dinner can be found on the AABANY website at ad24.aabany.org. 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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