



DIVERSITY AT JONES DAY



A Core Value. A Commitment. A Community.

A Core Value. Jones Day has a long-standing commitment to diversity, equity, and inclusion. We recognize that a broad, diverse group of lawyers is important to our Firm culture and meets the needs of our clients in a diverse world. We aggressively pursue hiring, developing, and retaining lawyers from historically underrepresented groups and backgrounds. This approach is not box-checking or something we do in addition to our normal work. It is integral to all of it, from recruiting and hiring, to staffing, mentoring, and advancing each lawyer.

A Commitment. The Firm focuses on retention and advancement of diverse lawyers by creating community and support through Affinity Groups, visible diverse leadership, and a Firmwide Diversity Committee that develops and supports strategy throughout the Firm, led by the Partner-in-Charge of Diversity, Inclusion & Advancement.

A Community. At Jones Day, you will find diverse leaders and lawyers, committed to exceptional client service, the rule of law, the legal profession—and to each other. It's a community unlike any other law firm, where colleagues become friends through shared experiences—practicing law at the highest level.



A Firmwide Commitment.

Recruiting and “Widening the Pipeline.” Law school recruiting is supplemented by Firm-sponsored events, including the annual 1L Diversity Conference, where 100 first-year law students are invited to learn practical skills and develop valuable professional contacts. Jones Day is a strong supporter of SEO—Sponsors for Educational Opportunity. Each year, we welcome more than 10 interns to our U.S. offices the summer before they start law school. SEO interns gain valuable skills working side by side with our law school summer associates and lawyers.

Retention and Advancement. Jones Day is a founding member of the Leadership Council on Legal Diversity (LCLD), an organization dedicated to creating a truly diverse legal profession by providing business development and skills training, mentoring, and client networking opportunities while building community for the next generation of diverse lawyers.

Affinity Groups. At Jones Day, Affinity Groups representing Women, Black, LGBTQ+, Hispanic, Asian, and South Asian lawyers coordinate business development activities, mentor associates, develop Firmwide programming, and participate in community events.

Diverse Leadership. Our commitment to retaining and promoting the most talented diverse lawyers in the profession is illustrated by their leadership roles in the Firm’s practices, offices, regions, and client service teams.

60% of our 42 offices are led by women or diverse lawyers



54% of the 2021 new lawyers class are women

22% of our U.S. lawyers are diverse



33% of our partners are women



13% of our U.S. partners are diverse



KEVYN ORR, Jones Day’s Partner-in-Charge, U.S. Offices, leads high-profile client engagements across numerous industries. Prior to his current position, Kevyn was Partner-in-Charge of Jones Day’s Washington Office.