

# Diversity, Equity and Inclusion (DEI)

“ I will use my voice to champion my firm’s diversity, equity and inclusion (DEI) efforts and to ensure that DEI remains part of our firm’s overall business strategy. ”

— Paul H. Schoeman, Kramer Levin co-managing partner, from the firm’s Leadership Counsel on Legal Diversity pledge



**We’re better together.** We believe that we all have a role to play in making Kramer Levin more inclusive, and we encourage all employees to bring their ideas and energy to our effort to make Kramer Levin a place where everyone feels like they belong.

## Key DEI engagement opportunities

**Join a Group:** Though each group charts its own direction based on member needs, our affinity and resource groups, Women’s Initiative and Women’s Circles meet regularly to provide community, support and advocacy for historically underrepresented groups within Kramer Levin.

- Attorney Ally Resource Group
- Attorneys of Color Affinity Group
- Employees with Disabilities Affinity Group
- LGBTQ Affinity Group
- Women’s Circles
- Women’s Initiative
- Working Parents Affinity Group

**Lead the way.** Get involved on the firm’s Diversity & Inclusion Committee, which calls on committed lawyers and staff to shape the future of an increasingly diverse Kramer Levin.

**Attend regularly scheduled diversity & inclusion team events.** The firm regularly invites leading thinkers to present as part of our heritage month celebrations, discuss issues of critical concern for law firms and society at large, and raise awareness of emerging issues and their potential solutions.

**Apply your talents to pro bono efforts.** The firm’s efforts to make a more just and equitable society extend far beyond our office walls. We encourage lawyers and staff to look at the Racial Justice Initiative, in particular, for ways to shift our broader culture.

**Ask questions.** Do you want to get involved and/or have you seen great practices or programs elsewhere that you would like to bring to Kramer Levin? Reach out to the Diversity & Inclusion team:



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## Recognition

2022

### Human Rights Campaign Annual Corporate Index

Perfect score and recognized as a Best  
Place to Work for LGBTQ+ Equality

2020

### Yale Law Women's 15th Annual Top Firm for Gender Equity & Family Friendliness Report

Recognized as a top firm for promotion  
practices and advancement for part-  
time lawyers

2019, 2020, 2021, 2022

### Vault and Chambers Associate Satisfaction Survey

Continually recognized for our  
diversity efforts

2021

### Mansfield 5.0 Certification

Adopted the Mansfield Rule 5.0 as part  
of the firm's commitment to diversify  
our talent pipeline, particularly the  
next generation of firm leaders

2023

### Vault Rankings

Recognized as a Top 10 Firm for  
Pro Bono

2023

### Vault Rankings

Recognized as a Top Law Firm to  
Work For

## About Us

Kramer Levin provides its clients proactive, creative and pragmatic solutions that address today's most challenging legal issues. The firm is headquartered in New York with offices in Silicon Valley, Washington, DC, and Paris and fosters a strong culture of involvement in public and community service. For more information, visit [www.kramerlevin.com](http://www.kramerlevin.com).