



JONES
DAY®



DIVERSITY AT JONES DAY
A CORE VALUE. A COMMITMENT. A COMMUNITY.

Diversity, Inclusion, and Advancement.

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.



“Our lawyers come from all over the world. We have 42 offices in 17 countries on five continents. Jones Day lawyers are citizens of 51 nations; they speak 56 languages. They were trained in scores of law schools; they have served in the military, in government, in the judiciary, in academia, and in corporate offices. They truly reflect the entirety of the human race.”

YVETTE McGEE BROWN

Partner-in-Charge of
Diversity, Inclusion & Advancement



A Firmwide Commitment.

Recruiting and “Widening the Pipeline.” Law school recruiting is supplemented by Firm-sponsored events, including the annual 1L Diversity Conference in New York City, where nearly 100 first-year law students 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 East 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.

57% of our 42 offices are led by women or diverse lawyers



51% of the 2020 new lawyers class are women

24% of our U.S. lawyers are diverse



31% of our partners are women



13% of our U.S. partners are diverse



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

Jones Day and Social Responsibility.

Jones Day's efforts to encourage diversity and promote a more just and equitable society extend beyond the operations of the Firm. Many of our dedicated pro bono initiatives reflect the Firm's commitment to Social Responsibility and promote the rule of law.

Border Project. Jones Day represents migrants, largely women, families, and unaccompanied children, who entered the United States at the southern border. Many are from Central America and are fleeing gender-based persecution in their home countries. Jones Day has set up two offices on the Border in Laredo and McAllen Texas to facilitate these direct services.

Constitutional Policing and Civil Justice Reform (CPR). Jones Day's CPR Initiative was created following the murder of George Floyd on May 25, 2020. Jones Day lawyers are working with cities, law enforcement, local, and national organizations across the country to drive systemic reform in policing practices, policies, procedures, and culture.

Anti-Human Trafficking. Jones Day leads bold efforts dedicated to detecting and preventing sex trade and forced labor trafficking crimes, in addition to assisting individual survivors.

Hate Crimes Task Force. The Task Force represents victims of hate crimes and works closely with the Anti-Defamation League, local law enforcement, civil rights organizations, and agencies and departments at various levels of government.



Contact Information



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