



Schulte's Culture of Connection and Belonging

Schulte recognizes the importance of fostering a diverse, equitable and inclusive environment. We believe that this unlocks our teams' greatest potential, leading to innovation and superior outcomes. A formula embodied by my dual role as the firm's chief officer for both innovation and diversity, equity and inclusion. Our firm's commitment lies in supporting and empowering our people to reach their full potential, creating a place where they belong and can thrive.

We have proudly invested in initiatives to drive real change at Schulte and within our communities but we also challenge ourselves, recognizing that more can be done.

Our efforts are centered around four key priorities: promoting an equitable workplace, growing a diversity of talent, embedding a culture of belonging and making positive societal impact.

We drive these priorities with demonstrated support from and accountability to our most senior leaders, including our managing partners and Executive Committee.

Fair Opportunity to Grow a Diversity of Top Talent

We continually examine our policies and talent journey to foster a fair opportunity for success at our firm. We value the full diversity of top talent and building an environment where that top talent prospers. Schulte's Diversity, Equity and Inclusion Committee, comprised of business and legal personnel of all seniority levels, reinforces this work. It is dedicated to fostering a diverse, equitable and inclusive workplace in all areas of the firm, from recruitment and professional development to promotion and leadership. We work to attract and cultivate a diverse talent base, collaborating with diversity-focused programs, networks and organizations.

A Firmwide Focus on Belonging

Through impactful support, programming, training, and our nine affinity groups open to everyone in our firm's community, we foster belonging. Schulte's affinity groups are important partners for creating supportive and affirming spaces, enhancing cultural awareness, facilitating mentoring and allyship, promoting networking opportunities, championing professional enrichment and advocating for inclusive practices.

The Schulte Speaker Series features interviews, presentations, panel discussions and other interactive sessions that bring diverse perspectives and inspire action. Our series is designed to celebrate culture, challenge biases and promote understanding and empathy.

By setting an inclusive "one firm, one team" tone, Schulte is leading the industry with more inclusive policies around business professionals, including opening our affinity groups and alumni programs to all lawyers and business professionals of the firm. We work to create an environment where legal and business staff value



John Johnson
Chief Innovation Officer
and Chief DEI Officer
Schulte Roth & Zabel

each other's perspectives and work as a team providing exceptional service to our clients. This spirit is enshrined in our Schulte Code of Civility. It is core to who we are. It sets our tone for a climate of mutual respect and trust.

Beyond Our Firm's Walls

We strive to make positive contributions through thought leadership, building a diverse talent pipeline and embracing our firm's rich tradition of pro bono service and community engagement.

We invite our clients and other members of the private capital industry to partner with us to design and promote diversity, equity and inclusion strategies and related pro bono services. We have convened forums and other events connecting leaders in this space, including a workshop on DEI frameworks following the Supreme Court's decision in SFFA v. Harvard.

We support the creation of opportunities and the building of diverse talent pipelines by partnering with organizations creating professional development for 1Ls, pre-law and high school students from underrepresented backgrounds, including first-generation professionals.

The Schulte Task Force for Racial Justice Initiatives launched our partnership with Tulsa lawyer and Justice for Greenwood founder Damario Solomon-Simmons to co-counsel a groundbreaking lawsuit seeking justice for the living survivors and descendants of victims of the 1921 Tulsa Race Massacre. This continues our firm's tradition of work in advancing civil rights, racial justice and dignity.

We will continue to do our part to contribute to a more inclusive legal profession and society.

Congratulations to firm partner, Executive Committee member and Diversity Committee Chair Taleah E. Jennings on her designation as one of Savoy magazine's 2024 Most Influential Black Lawyers. **S**