Axiom Diversity Snapshot

Axiom recognizes diversity is a critical mandate for performance, problem-solving, innovation, transformation, productivity, and excellence. We remain committed to creating a diverse, equitable, and inclusive (DEI) workplace.

This year’s snapshot reveals that Axiom’s lawyer bench continues to be more diverse in terms of race, ethnicity, and gender than the legal industry standards. This level of diversity is essential to ensure a more inclusive and innovative environment for our clients and our lawyers.

Our commitment to diversity also extends beyond our lawyer and broader legal professional population to our corporate employees and executive populations.

Lawyers Identifying as Women:

Axiom’s lawyer population includes significantly more women who identify as women than the total population of lawyers, lawyers at law firms in major industries, and lawyers at the nation’s largest law firms.

Lawyers Identifying as Racial/Ethnic Minorities:

Axiom lawyers are significantly more racially and ethnically diverse than the total population of lawyers, lawyers at law firms in major industries, and lawyers at the nation’s largest law firms.

Corporate Employees

Corporate Employees Identifying as Women:

Corporate Employees Identifying as Racial/Ethnic Minorities:

Recent Steps & Future Plans

Over the past year, we have taken steps to create a more diverse and inclusive workplace for our employees and our legal professional population.

- Created new 2022 programming including the implementation of our Employee Resource Groups (including gender, ethnicity, and LGBTQIA-centric ERGs) and financial compensation for ERG leadership.
- Developed a new diversity initiative for Executive Leadership Team members and bi-annual pay parity reviews for corporate team members.
- Introduced a Corporate Social Responsibility Program which includes an Axiom financial investment in 1950 and each of our nonprofit organizations.

We have been celebrated for our inclusive culture by a number of sources including Axiom’s Diversity Leadership Score from the first-in-the-nation survey.

While we are proud of the diverse environment we have built, we continue to be driven by higher standards, which is why we are now working to achieve a third-decade commitment to realize our goals.

REFERENCES:

1. Statistics on Axiom’s “Lawyer Bench” reflect information collected through 7/1/22 for Axiom US based lawyers.
2. ABA Profile of the Legal Profession 2022
3. NALP 2021 Report on Diversity in U.S. Law Firms
4. Big Law 2022
5. Statistics on Axiom’s “Corporate Employees” reflect information collected through May, 2022 for our US-based employee population
8. Fortune Best Workplaces for Diversity 2020
10. U.S. Census Bureau, American Community Survey, March 2022