

# **Diversity and Inclusion**

## **Commitment to Legal Supplier Diversity**

Our strength is in the company we keep. The CEO of SAS Institute Inc. has joined hundreds of other [CEOs of leading companies to pledge](#) and advocate for change and the advancement of diversity and inclusion in the workplace. SAS wants that same level of commitment to diversity and inclusion reflected in our supplier community as we do with our employees and customers. For SAS Legal, that commitment to supplier diversity extends to the law firms that work with SAS. SAS Legal intends to partner with law firms that have a strong commitment to diversity and inclusion in their workforce.

SAS Legal agrees with legal departments of other companies that there is a need for law firms to better promote diverse practices within their organizations, including hiring and promoting a diverse workforce. Multiple diversity surveys of hundreds law firms from the past few years conducted from the [American Bar Association \(ABA\)](#), [The Minority Corporate Counsel Association \(MCCA\)](#) and [Vault](#), [The National Association for Law Placement, Inc. \(NALP\)](#), have shown that many law firms are lacking in the area of diversity and inclusion in their legal workforce.

SAS Legal has developed a methodology for law firms to meet a minimum requirement to measure diversity and inclusion in their law firm. The methodology provides an objective way for firms to evaluate their diversity and inclusion efforts. The methodology also provides a means in which the firm can build a closer working relationship with SAS Legal, provide an opportunity for underrepresented attorneys to develop practice leadership skills, and generate legal work for attorneys who might not get an opportunity to work with SAS.

SAS Legal asks that prospective and current law firms to complete a survey to help evaluate their performance in the area of diversity and inclusion in the United States. Law firms are required to complete the survey annually.