

## **Diversity at Patterson**

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For some firms, diversity is nothing more than a slogan; for others, it's a business opportunity.

Here at Patterson Belknap Webb and Tyler, it's a lifestyle.

It's how we live, it's who we are, it's how we define ourselves.

Let me give you this example.

You put five people in the room who are exactly identical and you're going to get groupthink.

And that is something we don't want.

We want different ideas, different experiences, because it produces a better product for our clients.

More importantly, it produces a more fun work environment for the lawyers and the staff.

And we take these commitments very seriously in the same way that we take our pro bono commitment to the profession very seriously.

So we don't do economic analyses about why diversity may make us more money.

We don't do analyses about whether or not companies will like us or not like us.

We do it because this is how we live.

Diversity matters, because at the end of the day, our clients are going to be better served.

Here is the simple reality for the clients whom we represent and the cases in which we find ourselves, not only in New York but throughout the 50 states and our international work as well: juries are diverse and complex; judges are diverse and complex.

We need to be sure we have lawyers of different backgrounds who have the abilities and talents and ideas that are flexible, that allow us to go into any jurisdiction and shape our arguments, shape our position in a way that we have appeal to juries made up of ordinary people who themselves are quite diverse, that have appeal to judges because of the quality of our work, the quality of our ideas, and also the people who are making the arguments to the court.

And so we look for people who are not simply smart but who, in their own lives, are diverse and who have demonstrated a commitment to diversity in their own activities.

Maybe it's cultural activities, maybe it's in some of the work they've done in their spare time, in schools and hospitals in the community.

But we look for people who will bring a collection of strengths to our firm because it results in, number one, a better work product for our clients, and number two, a more fun work atmosphere.

So if you're interested in a cookie-cutter environment, that's not us.

If you're interested in coming to a dynamic workplace where your differences are respected and celebrated – not tolerated, but respected and celebrated, enjoyed – Patterson Belknap is an environment for you.

If you're looking for an environment that is stodgy, that is staid, that is static, that is old and boring, this is not the place for you.

Hopefully you will find in us a reflection of the very best in yourself.

So come join us.

You'll find that there are few firms like us, and among the ones that are like us, we are the best.

<https://www.pbwt.com/diversity/>

**Patterson Belknap**