



Diversity, Equity & Inclusion

2025 Annual Report



Letter from the Chair of the Diversity, Equity & Inclusion Committee

It is my privilege to present Bilzin Sumberg’s 2025 Annual Report. This report reflects the firm’s continued efforts to foster an environment—both within our firm and beyond it—where individuals of all backgrounds and perspectives are represented, respected, and treated fairly.

In 2025, a number of companies and law firms publicly retreated from their stated commitments to diversity, equity, and inclusion. Others, however, remained steadfast in the face of challenge. Like us, those organizations understand that diversity, equity, and inclusion are not about discrimination, division, or advancing a particular ideology. Rather, they are about building a stronger, more resilient workplace, industry, and/or community by bringing people together, broadening participation, and expanding opportunity.

As former U.S. Secretary of Transportation Pete Buttigieg has observed, “the opposite of diversity is uniformity . . . the opposite of equity is inequity . . . and the opposite of inclusion is exclusion.” At Bilzin, we do not believe that our firm, the legal profession, or our broader community is better served by uniformity, inequity, or exclusion. And we know we are not alone. Recent findings from Lean In and McKinsey & Co.’s Women in the Workplace 2025 report show that 67% of companies still believe diversity is a “high priority,” and more than 84% say the same about inclusion.

Accordingly, we remain committed to being a strong partner and leader in the community, and to helping move the legal industry forward. In that spirit, we are proud to have achieved Mansfield Certification this year—an important milestone that reflects our sustained efforts and accountability.

On behalf of the Committee, thank you for your continued support and engagement. We invite you to explore the pages that follow and look forward to working together to achieve even greater success in the year ahead.



Sincerely,

Adrian K. Felix

Chair, Diversity, Equity & Inclusion Committee



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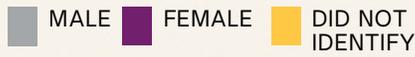
DIVERSITY BY THE NUMBERS

BILZIN SUMBERG 2025 STATISTICS

ATTORNEYS GENDER



PARTNERS GENDER



BILZIN SUMBERG 2025 STATISTICS

ATTORNEYS RACE/ETHNICITY



PARTNERS RACE/ETHNICITY



NATIONWIDE LAW FIRM DIVERSITY STATISTICS*

ATTORNEYS GENDER



PARTNERS GENDER



NATIONWIDE LAW FIRM DIVERSITY STATISTICS*

ATTORNEYS RACE/ETHNICITY



PARTNERS RACE/ETHNICITY



*Taken from the National Association for Law Placement's 2024 Report on Diversity in U.S. Law Firms. As of publication, 2025 data has not been released.

51% Bilzin Sumberg ownership by traditionally underrepresented attorneys.*

*Includes women, traditionally underrepresented racial and ethnic groups, and LGBTQ+ attorneys.

The Four Pillars of Bilzin Sumberg's DEI Strategic Action Plan



STRATEGIC PARTNERSHIPS

To collaborate with clients and other organizations committed to advancing diversity and inclusion in the legal professional, and business communities.



RECRUITING & LEGAL CAREER PIPELINE

To sponsor and participate in recruiting events and other pipeline initiatives designed to enhance diversity within the legal profession.



PROFESSIONAL DEVELOPMENT & INCLUSIVE WORKPLACE

To provide voluntary DEI programming and experiential opportunities for firm employees through our business and professional networks.



COMMITMENT TO SOCIAL JUSTICE

To promote and participate in larger initiatives with the goal of promoting social justice in our local communities and around the country.

STRATEGIC PARTNERSHIPS

Diana Mendez, Public-Private Partnerships and Government Contracting Partner, is Co-founder of The Leadership Academy



The Leadership Academy

Bilzin Sumberg is a proud sponsor of The Leadership Academy, a joint partnership of the Miami-Dade Chapter of the Florida Association for Women Lawyers and the Gwen S. Cherry Black Women Lawyers Association. The Academy's mission is to support the advancement of women in the legal profession, by providing professional development and leadership training to a cohort of 10 to 15 women each year who are selected as Fellows. Focused on lawyers practicing in South Florida, the program also incorporates local mentorship and community service components.

"The Leadership Academy gave me practical tools and space to reflect on my career path. The coaching sessions were especially valuable, and working with a group of committed peers made the experience both meaningful and motivating."

Patricia Patino, Trial & Litigation Attorney, 2025 Leadership Academy Fellow



Erin L. Stafford, Corporate Partner, selected as a Leadership Council on Legal Diversity Fellow in 2025.



DID YOU KNOW?

The Leadership Council on Legal Diversity is an organization of more than 400 corporate chief legal officers and law firm managing partners who have pledged themselves to creating a truly diverse U.S. legal profession. The LCLD's programs are designed to inspire and nurture new and more diverse generations of attorneys that can ascend to positions of leadership in the legal profession. Participants in the Council's programs have opportunities to interact with key legal and business leaders of large U.S. corporations, as well as managing partners from the country's most prestigious law firms.

RECRUITING & LEGAL CAREER PIPELINE



Mansfield Rule Certified 2024–2025 Powered by DIVERSITYLAB

Bilzin Sumberg achieved Mansfield Certification for 2024-2025, marking a significant milestone in its ongoing commitment to advancing diversity, equity, and inclusion within the legal profession. Developed by the Diversity Lab, Mansfield Certification is designed to broaden the talent pool for leadership and ensure transparent, equitable pathways to advancement for underrepresented lawyers.

By achieving certification, Bilzin Sumberg has demonstrated measurable progress in its efforts to consider a diverse slate of candidates for leadership roles and high-visibility positions. As part of its commitment to the Mansfield process, the firm has implemented clear and transparent processes for internal governance, covering enhanced selection guidelines and equitable pathways for leadership roles and committee appointments.

“Fostering a fair and inclusive workplace is a cornerstone of Bilzin Sumberg’s identity. This certification reflects our continued commitment to intentionality and accountability in that effort.”



Melissa C. Pallett-Vasquez, Head of Commercial Trial Practice and Hiring Partner

Street Law Legal Career Pipeline Program

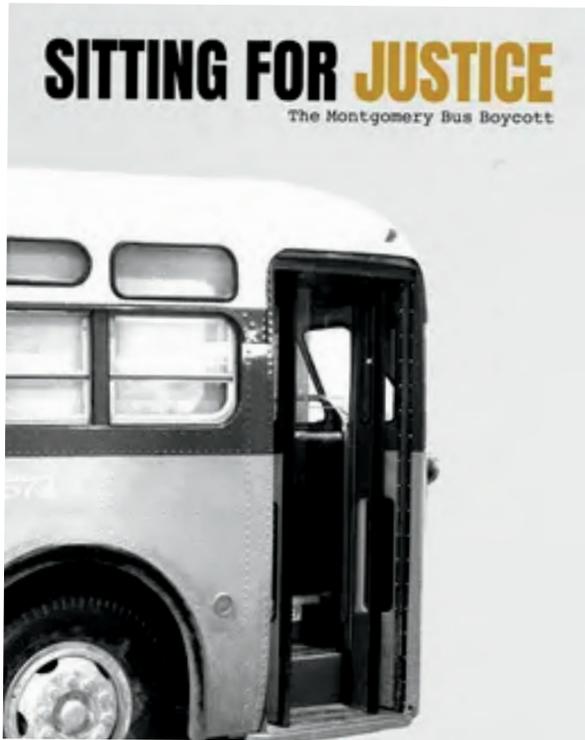
Corporate Partner Marshall Pasternack was instrumental in bringing the National Association for Law Placement’s Street Law Legal Career Pipeline Program to Bilzin Sumberg. For 18 years, Marshall has been deeply involved in the firm’s partnership with Street Law, which introduces students from underrepresented communities to the legal profession by connecting them to practitioners from law firms. Bilzin Sumberg employees volunteer with the program to teach lessons in substantive areas of law, introduce students to the many professional roles that support a law firm, and grow awareness of how the law impacts ordinary people in their daily lives.



Bilzin Sumberg attorneys Adrian Felix, John Trach, Kenneth Duvall, David Jessup, Jr., Savannah Bergeron, and Jackie Gallego, Chief Human Resources Officer, with students at the Tacolcy center.

College Application Mentorship Program

Bilzin Sumberg attorneys assisted local high school students in completing college applications, reviewing college essays, applying for scholarships, and other facets of the college application process in partnership with Belafonte TACOLCY Center, which empowers youth to transcend the challenges of their daily lives by providing them with essential educational tools.



2025 Documentary Lineup

Bilzin Sumberg’s engaging and thought-provoking featured documentary series is a cornerstone of the firm’s programming aimed at elevating the consciousness of all firm employees and embracing diverse perspectives.



Hampton House: Exploring Miami’s Rich Black History

Bilzin Sumberg attorney, staff, and their families enjoyed an educational guided tour through the historic Hampton House motel in the Overtown neighborhood of Miami, where they learned about the motel’s centrality as a gathering spot during the Civil Rights Era of the 1950s, 60s and 70s. In addition to hearing the many stories of its influential African-American guests, participants also gained a greater understanding of Hampton House’s mission to improve perspectives in race, gender, socio-economic and religious discrimination in America and throughout the world.



Impact Litigation Spotlight

Bilzin is co-counseling with the Florida Justice Institute (FJI) in an ongoing class action lawsuit against the Florida Department of Corrections on behalf of people incarcerated at Dade Correctional Institution (Dade CI) challenging the lack of air conditioning in the prison dormitories, resulting in sweltering and oppressive heat during the summer months that endangers the health and lives of the people living there. The case has been brought in the U.S. District Court for the Southern District of Florida under the Eighth Amendment to the U.S. Constitution which bars cruel and unusual punishment, the Americans with Disabilities Act, and the Rehabilitation Act. The judge overseeing the case recently approved a class of more than 1,500 incarcerated individuals at Dade CI, as well as a subclass of those with certain medical conditions or characteristics that increase their risk of heat-related injury, with the case also initially surviving a motion to dismiss.

“The Committee, and the Commitment to Social Justice Subcommittee in particular, is proud to be a part of this important case which exposes and addresses systemic injustices and inhumane conditions within a criminal justice system that disproportionately impacts marginalized communities. Through this representation, and others, we seek to engender institutional change.”

– Tabitha Cohen,
Trial & Litigation Attorney





Bilzin Sumberg Wins MDFAWL Champion of Women Award

Bilzin Sumberg was awarded the 2025 Champion of Women Award presented by the Miami-Dade Chapter of the Florida Association for Women Lawyers (MDFAWL). This distinguished recognition affirmed Bilzin Sumberg's outstanding commitment to the equitable advancement and inclusion of women, both within the firm and across the legal profession.

Diversity & Inclusion, Firm Finalists: Bilzin Sumberg

Bilzin Sumberg was named as a finalist for the Daily Business Review's Diversity & Inclusion Award, which is presented to law firms that have made substantial progress in improving their firm's diversity and inclusion efforts. You can read DBR's interview with Adrian Felix, Chair of the Diversity, Equity & Inclusion Committee, on the firm's initiatives and programming as part of those efforts [here](#).

Thank You to Our Committee Members

All the accomplishments outlined in this report would not have been possible without the exceptional commitment and resolve of the members of Bilzin Sumberg’s Diversity, Equity & Inclusion Committee. From everyone at Bilzin Sumberg, we thank you for making our firm and our community richer, more embracing, and more forward-looking.

2025 Members of the Diversity, Equity & Inclusion Committee



Adrian K. Felix
Chair

Michelle R. Weber
Chief Operating Officer

Jackie Gallego
Chief Human Resources Officer

Diana Mendez
Chair, Strategic Partnerships

Jennifer E. Fine
Strategic Partnerships

Ryan Cole
Strategic Partnerships

Salomé Bascuñan
Chair, Recruiting & Legal Career Pipeline



Marshall R. Pasternack
Recruiting & Legal Career Pipeline

Patricia Patino
Recruiting & Legal Career Pipeline

Andres Rivero
Recruiting & Legal Career Pipeline

Enza Boderone
Chair, Professional Development & Inclusive Workplace

Ellina Berdichevsky
Professional Development & Inclusive Workplace

Sara Barli Herald
Professional Development & Inclusive Workplace



Ernesto Alarcon
Professional Development & Inclusive Workplace

Stephanie Berrios
Professional Development & Inclusive Workplace

Richard Kanin
Professional Development & Inclusive Workplace

Brittany Chung
Chair, Commitment to Social Justice

Tabitha Cohen
Commitment to Social Justice

Alexandra Haller
Commitment to Social Justice

David Jessup, Jr.
Commitment to Social Justice

Diversity, Equity & Inclusion

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