



Paragon Legal 2022 Diversity Report

Paragon Legal is pleased to present our 2022 Diversity Report. This Report highlights the accomplishments of our Diversity, Equity & Inclusion Council which was founded in 2020 to deepen our commitment to diversity, equity, and inclusion, at Paragon and beyond.

Inside

DE&I Career Connect | an innovative program to bolster talent and diversity within legal departments

Attorney Spotlights | highlighting inspiring stories and talents of our attorneys

Education, Hiring, and Inspiring | fostering education and facilitating open, inclusive conversations

DE&I Bookclub | what have we been reading and watching?

Diversity By the Numbers

Diversity, equity, and inclusion live at the heart of our culture and corporate DNA.

Paragon Legal's

DIVERSITY, EQUITY & INCLUSION COUNCIL GOALS

Our DE&I Council has three overarching goals, which both define our purpose as well as guide our efforts and measure our progress.

1

To advance diversity within our own team by continuing to maintain a diverse internal management team and candidate pool, as well as ensure that candidate vetting and presentation are done in an unbiased manner to help support diversity within our clients' teams

2

To cultivate a spirit of inclusiveness at Paragon by encouraging frequent and candid conversation around the issues of diversity, equity and inclusion

3

To advance opportunities for underrepresented communities outside of Paragon through apprenticeship programs, mentoring, and education

DE&I CAREER CONNECT PROGRAM

One of our proudest achievements in 2022 was the **launch** of the Paragon Legal Diversity, Equity and Inclusion Career Connect Program. This program was developed from the ground up by Paragon's DE&I Council, along with UC Hastings College of the Law. In the inaugural year of the program, Paragon partnered with UC Hastings and two of Paragon's Bay Area clients, Affirm and Dropbox, to create an innovative program to bolster talent and diversity within in-house legal departments.

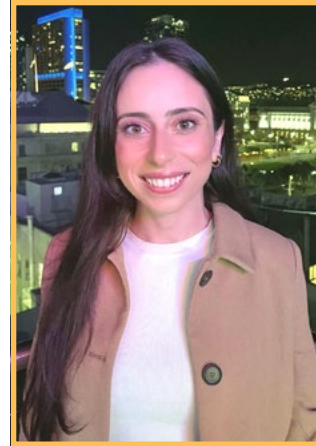
The Career Connect program gives recent graduates the opportunity to do high-level, impactful work during their first year out of law school. The selection process required personal statements from the candidates about why Paragon's DE&I mission and goals resonated with them, as well as how they would bring their unique perspective to an in-house legal team. Successful candidates interviewed with Paragon's recruiting team and then moved on to interviews with Dropbox and Affirm. As a result of the Career Connect Program, Paragon placed two recent UC Hastings graduates at Affirm and Dropbox in commercial roles that are giving them exposure to both legal and business aspects of being an in-house lawyer. The successful candidates joined the Paragon team and received competitive compensation and a full benefits package, as well as access to all the benefits of being a Paragon employee.

"From the founding of Paragon, diversity, equity and inclusion have been at the heart of our culture," said Paragon CEO Trista Engel. "Our hope is that this program will help advance a new generation of strong talent in the legal industry."

"Your first job out of law school can have a profound impact on your career. Paragon and UC Hastings recognize the importance of a meaningful legal experience for young lawyers upon graduation, especially underrepresented students and those committed to diversity" said Fairuz Abdullah, Director of Employer Relations at UC Hastings. "Paragon has created an exciting opportunity for our students to have entry-level in-house legal experiences which are usually inaccessible for recent graduates. We are thrilled to be part of this momentous partnership and look forward to collaborating to select the next class of future attorneys."

We are extremely proud of this program, honored to have our two Hastings grads as part of the team, and look forward to expanding on this program in future years. 🌟

UC HASTINGS 2022 GRADUATES



Maryam Quasto
Placed at Dropbox



Famy Chavosh
Placed at Affirm

Paragon and UC Hastings recognize the importance of a meaningful legal experience upon graduation, especially underrepresented students and those committed to diversity.

ATTORNEY SPOTLIGHTS

To share the stories of our amazingly impressive and diverse Paragon team, we developed several Attorney Spotlights this year, highlighting inspiring stories and talents of our internal and external team members. [👉](#)

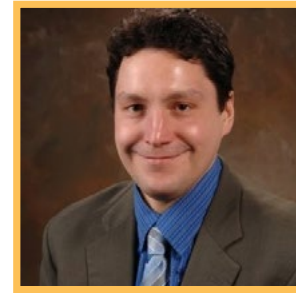
Click on photos to learn more ▼



Tracy Scanlan



Carolyn Samiere



David DeBord

EDUCATION, HIRING, AND INSPIRING



Chisa Miller

In continuing to foster our own education and facilitate open, inclusive conversation, we built upon our relationship with Chisa Miller, our go-to diversity, equity and inclusion consultant who we began working with in 2021. Last year we focused on ways to eliminate conscious and unconscious bias in our internal processes in a workshop called Awareness and Courageous Conversations. In the summer of 2022, our corporate team completed another training program with Chisa called Allyship: The Courage to Stand With. To continue the learning from Chisa's training programs, we then rolled out quarterly small discussion groups to give team members an opportunity to talk about a range of issues including micro-aggressions, ageism, and gender discrimination in the workplace.

Our inclusive hiring updates this year were focused on expanding the pool of candidates we consider for our external and internal roles while also incorporating policies to eliminate bias in our interviewing process. We revised our posted job descriptions, expanded the organizations where we post our opportunities, and continued our use of panel interviews with consistent questions to avoid affinity bias and other forms of discrimination. [👉](#)

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DE&I COUNCIL BOOKCLUB

What have we been reading and watching at Paragon?

In 2021, our DE&I Council started up a book club to help facilitate meaningful conversations about diversity, equity and inclusion, within our corporate team. We read *So You Want to Talk About Race* by Ijeoma Oluo and *We Can't Talk About That At Work! How To Talk About Race, Religion, Politics, And Other Polarizing Topics* by Mary-Frances Winters. In 2022, we continued to read thought-provoking books and added a television series to the mix. 🟡



The Vanishing Half by Brit Bennett

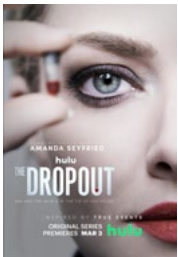
"People thought that being one of a kind made you special. No, it just made you lonely. What was special was belonging with someone else."

Brit Bennett

"It really makes you think about how two people experiencing the same thing can digest and internalize it in very distinct ways. Everyone has a unique experience and having understanding and empathy for that experience can go a long way."

Mike Witcoskie

Talent Sourcing Specialist, Paragon Legal



The Dropout (Hulu Limited TV Series)

"She was an outlier. Most female founders do not raise the kind of money she raised. And on the way down, she's an outlier as well. There hasn't been a fraud trial like this. There's a fascination when somebody is different, and they find a way to break through. People want to understand why and what it is that makes them special."

Rebecca Jarvis,

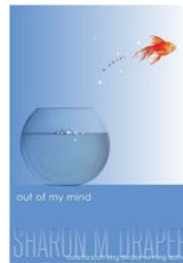
Journalist whose podcast inspired the Dropout series

New York Times, March 8, 2022

"The Dropout TV series provided us with many discussion points regarding female leaders and entrepreneurship. As a woman led and founded company acquired by one of the very few successful private equity search funds led by women, we know first-hand how challenging the landscape is in Silicon Valley. We were mesmerized by the complexity of Elizabeth Holmes' character which made us question how she was so successful in raising money for Theranos as well as the impact of her downfall on future female entrepreneurs."

Anna Armstrong

Senior Director of Recruiting, Paragon Legal



Out of My Mind by Sharon M. Draper

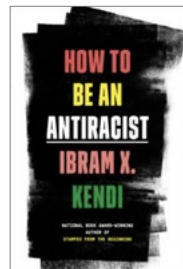
"I have spastic bilateral quadriplegia, also known as cerebral palsy. It limits my body but not my mind. I think that last part is pretty cool ... We all have disabilities. What's yours?"

Sharon M. Draper

"My 11 year old daughter recommended this book to me. Melody, the main character, communicates through a Medi-Talker ('Elvira'). When reading about her struggles to express herself, I realized how much I've taken for granted my ability to express myself, my thoughts, feelings and ideas how and when I wish – with just the right pace and intonation."

Chris Yerian

Senior Talent Sourcing Specialist, Paragon Legal



How to be an Antiracist by Ibram X. Kendi

"An antiracist idea is any idea that suggests that racial groups are equals in all their apparent differences – that there is nothing right or wrong with any racial groups. Antiracist ideas argue that racist policies are the cause of racial inequities."

Ibram X. Kendi

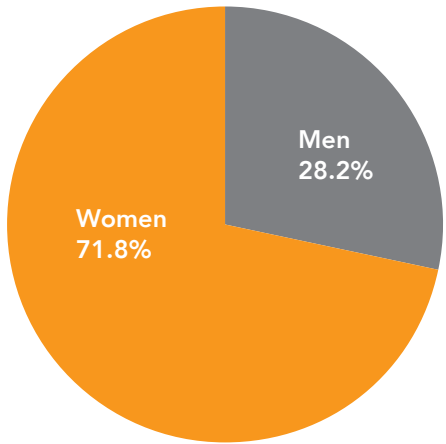
"Dr. Kendi provides unique insight into his own journey to antiracism, weaving his personal story into valuable historical context on which most of us find ourselves undereducated. The book is a must-read for anyone wanting to do the meaningful, necessary work to rectify the current state of race relations."

Shannon Murphy

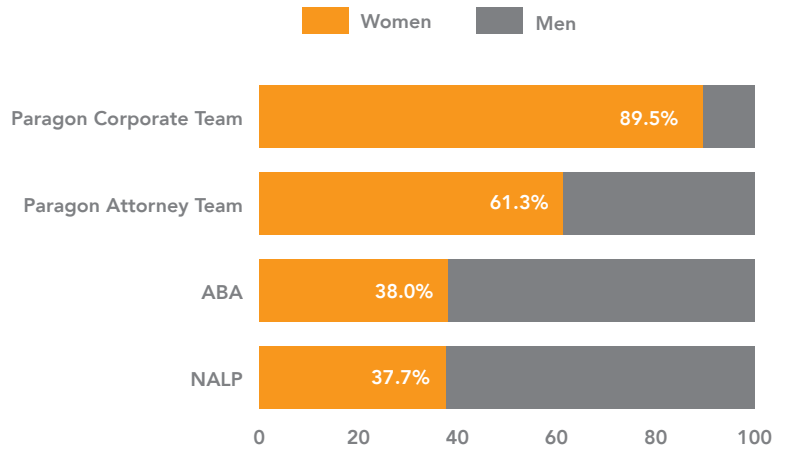
Vice President of Recruiting, Paragon Legal

PARAGON'S DIVERSITY BY THE NUMBERS

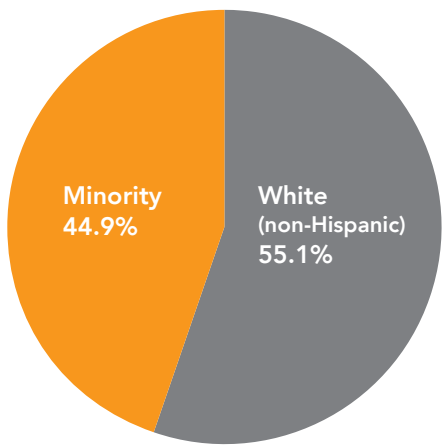
Paragon Gender Representation:
Corporate and Attorney Teams



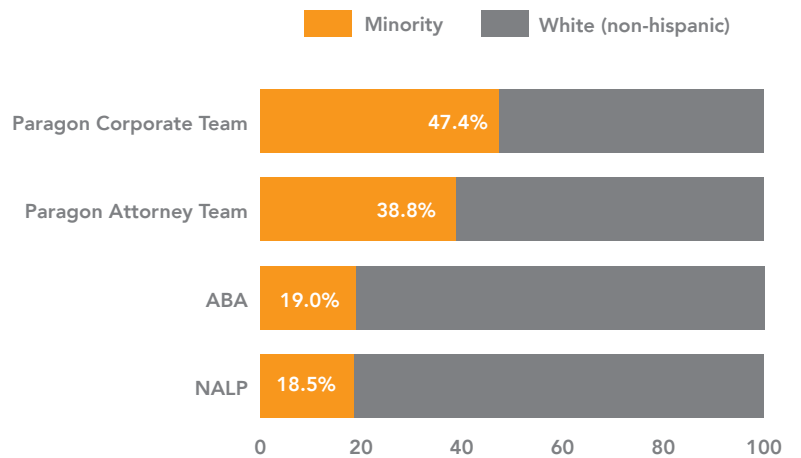
Gender Breakdown Comparison



Paragon Minority Representation:
Corporate and Attorney Teams



Minority Breakdown Comparison



* ABA: American Bar Association

** NALP: National Association for Law Placement

In 2023, Paragon Legal will welcome the new challenges of advancing our diversity initiatives. We know that building a work environment where everyone feels valued for their unique qualities and perspectives is an ongoing process. We are inspired by the words of Ibram X. Kendi which have taught us that “being an antiracist requires persistent self-awareness, constant self-criticism, and regular self-examination.”

PARAGON'S DIVERSITY STATEMENT

At Paragon Legal, we put **people first** and cultivate an inclusive environment where everyone is **welcomed, supported, and celebrated** as individuals.

Diversity has always been a valued part of our culture. It is our heritage and our legacy. We define **excellence** as the continued commitment to doing right by our people. We believe that the best way to deliver the highest quality talent and service is to **embrace our differences**.

Diversity at its core, is not simply about race, ethnicity, religion, gender, or any other group or class of individuals. True diversity also requires embracing differences in perspectives and experiences to foster greater understanding, adaptability, and decision-making. It's about driving progress through maximizing and leveraging those unique attributes to create something that is greater than the sum of its parts.

Equity can only exist where the playing field is level. Equity is equality of access, opportunity, and treatment, regardless of race, ethnicity, religion, gender, or identity.

Inclusion is about more than the presence of unique individuals. It's embracing their uniqueness, celebrating those differences, creating a culture of belonging, and empowering people to feel valued and valuable to the growth and success of the organization.

