

# BCLP's Diversity Efforts Praised in Diversity Report by 'Reports Legal'

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BCLP has been featured by *Reports Legal* in a diversity report titled "Diversity Challenges: Lawyers should talk less and do more," first published in October 2021. The report examines what law firms are doing on diversity, rather than talking about - in particular, what they identify as the main diversity and inclusion challenges and how they are addressing them. BCLP is highlighted as a firm that "has clearly got its strategy right," with the report specifically praising BCLP's Race for Change program.

"Neither time nor data challenges have held the firm back in making significant progress," the report stated. "In 2015, BCLP initiated Race for Change to increase Black representation. Aimed at Black undergraduates and graduates, Race for Change is a 1.5 day programme which offers access to role models, networking and 'candid guidance' on applying for vacation schemes and

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training contracts. Now in its fifth year, Race for Change has developed into a flagship diversity programme, attracting over 500 Black aspiring lawyers since inception. The data shows that it works....Other firms may deploy comparable strategies which produce equally impressive results, but for any firm seeking to formulate a strategy that will improve their diversity with tangible results, the BCLP blueprint may be worth emulating.”

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