

Sylvia James Discusses Big Law's Diversity Advancements in *The American Lawyer*

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Winston & Strawn Chief Diversity & Inclusion Officer Sylvia James sat down with *The American Lawyer* to discuss Big Law's advancements in diversity and, more specifically, what Winston has done to address the underrepresentation of racial/ethnic minorities in the legal industry.

Sylvia noted that George Floyd's murder ushered in more introspective conversations and impactful change among firms. "Normally when we talk about diverse people, we're lumping a whole bunch of different people together," she said. "After the murder of George Floyd, there was a focus on race in a way that I hadn't seen in my 16 years of focusing on law firm diversity."

An example of such advancement at Winston can be seen through the implementation of DEI billable credit, which was recommended by a Winston task force created in response to Floyd's murder.

"For ages, we've been talking about how the burden of DEI activities disproportionately falls on diverse attorneys. Pre-2020, a handful of firms had billable credit. Post-2020, most of the Am Law 100 is providing credit. That is a major change," Sylvia said.

Read the [full article here](#).

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