

ABOUT US

Procopio is an AmLaw 200 full-service business and litigation law firm committed to providing Intelligent Legal Solutions.® With more than 180 attorneys based in San Diego, Silicon Valley, Orange County, Las Vegas and Phoenix—we're passionate about knowing your business and helping you grow and protect it for the long term. Procopio has the flexible infrastructure to support both small to mid-sized companies and large multinationals at every stage of the business life cycle. Our global reach across Asia and Latin America further expands our international partnerships and cross border capabilities.

At Procopio, we are focused on what is important to you—providing smart, innovative and practical solutions in a cost-effective manner to help your business thrive.

OUR TEAM



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OUR COMMITMENT TO DIVERSITY AND INCLUSION

At Procopio, achieving greater diversity and inclusion – be it racial, ethnic, gender, nationality or sexual orientation – within the firm and in the legal profession is more than a philosophy, it is a vital part of our practice and culture. Learn more about our focus on recruitment, retention and advancement of diverse attorneys.



“Procopio’s purpose is to surpass client expectations with an entrepreneurial and integrated team approach, powered by experience. When we bring together attorneys from diverse backgrounds, cultures, and lived experiences, we reach new levels of creative thinking and client problem-solving. Diversity and inclusion are core principles at Procopio, and supporting the hiring, growth and advancement of diverse attorneys is a task as Managing Partner I enthusiastically embrace.”

John D. Alessio, Managing Partner

DIVERSITY MATTERS

We believe that a diverse and inclusive workforce at all levels fosters an environment that supports innovation and creative problem solving to better serve our clients. Diversity and inclusion helps provide a wide range of viewpoints and perspectives to the issues that our clients face, and helps contribute to innovative solutions.

It is our ongoing mission to create and maintain a firm wide culture and environment that supports and promotes diversity so that all employees, regardless of their background, feel welcome, included, valued, supported and able to succeed and reach their potential of excellence at Procopio.

RECRUITMENT

Procopio is proactive in ensuring diversity during our recruitment process, with steps taken long before a job listing is posted:

- We support numerous law school scholarship programs;
- We recruit and on-board several diverse legal interns each year through multiple programs including local bar associations, law schools and our own programs;
- Our attorneys actively engage with and support more than a dozen diverse bar associations to connect with up-and-coming diverse attorneys and promote firm openings.
- We’re proud that a significant majority of our new attorney hires in recent years have been part of one or more diverse groups, including people of color, women, and LGBTQ+.

80% of new associates and partners over last 12 months as of September 30, 2020, are diverse.

RETENTION AND ADVANCEMENT

It’s not enough to hire diverse attorneys. They must be given the opportunity to thrive and reach their full potential, both in serving clients and advancing in leadership.

Procopio’s Diversity & Inclusion Committee, including partners and associates across our practice teams, has for years sponsored training programs and mentorship initiatives to encourage retention and advancement of diverse attorneys.

In 2020 the firm created the Racial Equality Task Force including equity partners and other firm leaders to advance the firm’s commitment to eliminate systemic racism against communities of color, and in particular, the Black community; improve racial equality in the legal profession and in society generally by partnering with community organizations such as the Law Firm Antiracism Alliance; and build an anti-racist and racially diverse workplace through firm-wide educational efforts and hiring, recruitment and retention efforts that encourage people from communities of color, particularly the Black community, to join (and advance within) the firm at all levels.

Our focus on retention and advancement is reflected in our certification by Diversity Lab as a Mansfield Certified law firm. As Diversity Lab states, “The goal of the Mansfield Rule is to boost the representation of diverse lawyers in law firm leadership by broadening the pool of candidates considered for these roles and opportunities. As the data analyses and highlights reveal, firms participating in the Mansfield Rule are making great strides in diversifying their leadership.”

OUR COMMITMENT IS ALSO REFLECTED IN OUR LEADERSHIP.

- **Diverse practice group leaders – 43%**
- **Diverse Management Committee – 33%**

Data as of June 2020, woman and/or of color

COMMITMENT TO COMMUNITY

Procopio promotes diversity and inclusion throughout the communities in which we practice. The firm supports numerous nonprofit organizations through financial donations, pro bono work, and volunteering by associates and partners. Many of those organizations serve underprivileged communities with high populations of people of color, including the California Innocence Project (freeing wrongfully incarcerated individuals); Casa Cornelia Law Center (serving victims of human and civil rights violations); Free to Thrive (serving human trafficking survivors); Community Health Improvement Partners (health and wellness access for underprivileged communities); and many others.

Many of our attorneys are active in diversity-focused bar associations and other legal organizations, including participation in activities designed to encourage diverse youth to pursue law school and the practice of law. Organizations include the Law Firm Antiracism Alliance; California Minority Counsel Program; American Bar Association International Section; ChIPs; CLUB Silicon Valley; the Earl B. Gilliam Bar Association; National Bar Association; Keizai Silicon Valley; Korean American Bar Association of San Diego; Lawyers Club of San Diego; San Diego La Raza Lawyers Association; National Asian Pacific American Bar Association; Native American Lawyers Association of San Diego; Pan Asian Lawyers of San Diego; South Asian Bar Association; Silicon Valley Taiwanese American Industrial Technology Association; and the Tom Homann LGBT Law Bar Association.

RECOGNITION

Procopio consistently ranks as one of the leading firms in the U.S. for diversity and inclusion as evidenced by the recognition we have received, including:

- 2020: Achieved Mansfield Rule Certification, Diversity Lab
- 2020: Law Firm Antiracism Alliance (LMAA) member
- 2017-2020: Top Law Firms for Diversity, ranking of 200+ largest law firms, American Lawyer magazine (AmLaw 200)
- 2017-2020: Best Law Firm for Minority Attorneys, ranking of mid-size law firms, Law360
- 2019: Inclusion Blueprint winner for attorney diversity in Antitrust, IP, Privacy & Cyber, Diversity Lab and ChIPs
- 2019: Top 100 Law Firm for Women, Women Inc. magazine
- 2017: Diversity and Inclusion Awards finalist, San Diego Business Journal

While we strive to have our firm’s demographics fully mirror our broader community, our attorney numbers demonstrate our commitment to progress.

- **Total Number of Partners of Color – 20%**
- **Total Number of Associates of Color – 39%**
- **Total Number of Women Partners – 19%**
- **Total Number of Women Associates – 46%**

Data as of January 2020



Mansfield Rule
Certified 2020 Powered by DIVERSITYLAB