

# #EMBRACEEQUITY THIS INTERNATIONAL WOMEN'S DAY 2023

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Every year on March 8, we come together as a firm and worldwide to celebrate International Women's Day.

This year's theme is #EmbraceEquity. Equity is not something that we just speak about, but is something we need to live and value every day. [Gender parity](#) is one of our key [EDI](#) initiatives

McMillan supports the ongoing recruitment, retention and promotion of women lawyers and professionals; we continue to progress by offering an inclusive parental leave policy, creating our Wellness series and listening to the perspective of our many affinity groups.

We are proud to see a significant increase in the number of female partners and those holding management and leadership roles within the firm, including:

- Executive Committee Members
- Board of Partners
- Practice Group Leaders
- Office Managing Partners
- Chairs of our Partner Allocation Committee
- Risk and Finance Committee
- Strategic Planning Committee
- Past CEO

Today we celebrate the great advancements women have and continue to make, but we won't stop here. We recognize that we still have a long way to go before our world is free of bias, stereotypes and discrimination.