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### DIVERSITY INITIATIVE: Demetrius Warrick, Partner, Skadden, Arps, Slate, Meagher & Flom



**Demetrius Warrick of Skadden.**

**W**hat are your proudest accomplishments in the area of diversity and inclusion in law? I'm most proud of becoming the first Black partner in Skadden's New York M&A group. Understanding the accomplishments and impact that the group has had on the practice, and having the privilege to be selected to the partnership has been extremely validating and evidence that people of color can have success at

the highest levels of the profession. More importantly, it grants me the opportunity and the platform to lead by example as I continue to assist and support other people of color and women on their professional paths.

**What are the greatest diversity and inclusion-related challenges today for New York lawyers and firms?** Providing equal opportunity for

# DIVERSITY INITIATIVE

diverse talent to develop skills and progress as attorneys. I continue to hear from diverse attorneys across the city that they aren't receiving a fair opportunity to show what they can do, and ultimately other associates and counsel are developing at a more rapid rate and being perceived to have earned promotion opportunities through "merit." It's impossible to compare capabilities when certain attorneys don't receive the requisite reps to develop and sharpen their tools.

**Who have you found to be particularly inspirational in implementing successful diversity initiatives?** I'm a bit of a homer on this one, but I think Skadden has done

an excellent job with its diversity and inclusion initiatives. The commitment to creating, developing and promoting a diverse community of lawyers has been a part of the Skadden story for a long time and is a major factor in why I joined the firm. Interwoven into the firm's fabric is the idea that you can bring your whole self to the work place, as attorneys can do their job best when they don't have to worry about putting on a face. Further, the firm has a proven record of developing and promoting diverse talent. While we certainly aren't where we want to be, I believe the firm has been and will continue to be a leader in diversity and inclusion.