

## Tiffany F. Jordan

Director of Career Coaching & Planning

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Tiffany coaches and advises the firm's attorneys on their career goals and helps them develop strategies for success. Drawing from her experiences in legal recruitment and diversity, equity, and inclusion, she works closely with the firm to offer best practices and insights related to attorney career development.

### OVERVIEW

As the firm's director of career coaching and planning and a former attorney, Tiffany provides confidential and personal guidance to the firm's attorneys on all aspects of career growth and development. She helps attorneys identify short-term and long-term career goals, and develop strategies to achieve them. Tiffany also develops firmwide programs and initiatives to help attorneys make the most of their legal careers.

Tiffany gained experience with diversity, equity, and inclusion (DEI) issues through various roles in law and academia. She served as the firm's director of diversity and inclusion for more than two years. In that role, she focused on creating informed strategies to recruit, retain, and develop underrepresented attorneys and staff, and further develop the firm's DEI strategy. Tiffany also served as a recruitment manager and as associate director of admissions, diversity, and inclusion at Villanova University Charles Widger School of Law.

Tiffany previously served as manager of associate recruitment, diversity, and inclusion at the firm. Prior to that, she practiced law in the Health Care + Life Sciences Department as an associate.

### AWARDS

- Young Alumni Award, University of Pennsylvania Carey Law School's Penn Law Alumni Society (2022)

### PROFESSIONAL/COMMUNITY INVOLVEMENT

- Lecturer in Law, University of Pennsylvania Carey Law School
- Advisory Board, Law School's Future of the Profession Initiative
- Dean's Advisory Council, College of Human Ecology at Cornell University
- Co-chair of the Philadelphia Area Diversity Job Fair
- Chair of the Legal Recruitment Administrators of Philadelphia

## PROFESSIONAL EXPERIENCE

- Associate director of admissions, diversity, and inclusion: Villanova University School of Law (Philadelphia, PA), 2013-2015

## EDUCATION AND CERTIFICATIONS

### EDUCATION

- University of Pennsylvania Carey Law School, J.D., member, *Journal of Law and Social Change*; president, Black Law Students Association
- University of Pennsylvania, M.S.W., social work
- Cornell University, B.S., human development

## SPEAKING ENGAGEMENTS

- Speaker, "[Law Firm Culture: Reflecting Your Internal Values to Attract and Retain Clients and Talent](#)," Second Annual Managing Partner Forum Virtual Conference – Empowering Women in Law Firm Leadership, June 23, 2022.
- Speaker, "[Best Practices for Establishing and Maintaining a Successful DEI Program](#)," University of Pennsylvania Carey Law School, June 22, 2022.
- Speaker, "DEI Intensive series: Business Development," Legal Marketers Association, Southeast Region, May 11, 2022.

## MEDIA COMMENTARY

- Quoted, "[How Law Firms Can Develop a Diversity Action Plan](#)," *Law360 Pulse*, July 26, 2022.