

# DIVERSITY

## A KEY INGREDIENT

### OUR COMMITMENT

Diversity has been a long-standing core value of the firm, and in 2006, we also made it one of our strategic goals. We strive to create a diverse and inclusive community where opportunities to succeed are transparent and accessible to all.

### OBJECTIVES

- Engaging firm leadership in proactive diversity initiatives
- Measuring and monitoring our progress and success
- Investing in the diversity pipeline
- Developing programs to address internal and external priorities



### OUR STRUCTURE

It is our belief that diversity is everyone's business and is in everyone's business. While the firm's diversity policies are executed, managed and monitored by our administrative team, led by Chief Diversity Officer Theresa Cropper, the commitment to diversity is a goal shared collectively by firm leaders, local offices, practice groups and administrative departments across the firm. Our committee structure allows these stakeholders to be proactive and responsive.

- **The Strategic Diversity Committee (SDC)** develops firmwide diversity strategies and policies. Firm leaders, including the firmwide managing partner and members of the Executive Committee, serve on this committee. The SDC meets and measures success monthly.
- **Local Diversity Committees** in each of our offices develop programming and initiatives designed to address the unique needs in their office and communities.
- **The Diversity Working Group (DWG)** is a task force created at the Executive Committee level. The DWG partners with the SDC and the Chief Diversity Officer to assist with implementing the firm's diversity goals.



## AFFINITY GROUPS

Affinity groups were established by diverse attorneys as communities of support and networking.

### THE WOMEN'S FORUM

*Chairs: Sarah Crooks and Jessica Everett-Garcia*

Founded in 2006, the Women's Forum provides leadership and support on issues impacting the firm's women attorneys. The Women's Forum has successfully held three retreats for the firm's women attorneys. These retreats focus on providing training to women attorneys at all stages of their careers, with the overall aim of improving professional development, promotion and retention. The Women's Forum does its work through four subgroups – Retention & Mentoring, Work/Life Balance, Leadership and Marketing & Business Development.

### LAWYERS OF COLOR

Members of the following affinity groups benefit from the support, fellowship and opportunity to forge connections beyond specific offices and practices. The groups serve as a resource to management on diversity issues, including mentoring and business development.

- **African American** – *Chairs: Joseph McCoy and Brandy McMillion*
- **Asian Pacific Islanders** – *Chairs: Julia Markley and Ashley Locke*
- **Latina/o** – *Chairs: Fred Rivera and Laura Lintner*
- **South Asian** – *Chairs: Rajiv Sarathy and Abha Khanna*

### GLBT

*Chair: Debra Bernard*

The GLBT affinity group provides opportunities for GLBT attorneys to connect throughout the firm. The group serves as a sounding board as issues arise, and it keeps members informed of the firm's diversity efforts. Although established for attorneys, the group's reach also extends to staff.

### PARENTS

*Chair: Chelsea Dwyer Peterson*

The objectives of the Parents affinity group are to exchange information and resources to make working and parenting a bit easier, provide a regular forum for review and discussion of firm policies and procedures that impact parents and offer support to one another. The group believes that no one should have to choose between being a good parent and being a good lawyer.



### SPONSORSHIPS

- Hispanic National Bar Association Annual Convention & Career Fair
- Just the Beginning Foundation's Summer Legal Institute
- LAMBDA Legal National Sponsorships
- Leadership Council on Legal Diversity
- Microsoft Women & Minority Law Student IP Summit
- Minority Corporate Counsel Association Sponsorships
- National Asian Pacific American Bar Association Annual Convention
- National Bar Association Annual Convention
- National Black Law Students Association Annual Convention and Career Fair
- National Conference of Women's Bar Associations
- National Latina/o Law Students Association
- National LGBT Bar Association Lavender Law Career Fair & Conference
- North American South Asian Bar Association Annual Convention
- Out and Equal Workplace Summit

### AWARDS

- Named to the National Association for Female Executives & Flex-Time Lawyers' "Best Law Firms for Women" List (2008, 2009, 2011)
- Included in the "Top Ten Family Friendly Firms" by Yale Law Women, 2008, 2010 and 2011
- Received 100 percent in the 2009, 2010 and 2011 Corporate Equality Index and Best Places to Work by the Human Rights Campaign Foundation, the educational arm of the nation's largest advocacy group for GLBT Americans
- Ranked #1 for Diversity by Minority Bar Associations of Washington, 2009
- Diversity Partner Award, Just the Beginning Foundation, 2010
- Women in Law Empowerment Forum Gold Standard Certification, 2011