



2020

ANNUAL REPORT

DIVERSITY, EQUITY, & INCLUSION

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ANNUAL REPORT

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EXECUTIVE SUMMARY

Like most other firms, we found ourselves on a much different path than we had originally envisioned for 2020. From a strong beginning in the first weeks of the year to a whole new “normal” as the world struggled with a health pandemic. New words and phrases entered our everyday conversations – COVID, masks, Zoom, social distancing, and “You’re on mute!” In the middle of this health crisis, we entered a racial crisis. Then, some of our new words were George Floyd, Breonna Taylor, riots, anti-racism, and protests. Many in our firm were impacted by both of these events, from losing loved ones to living in the midst of riots. While it is easy to look back on 2020 in sadness and loss, we can also look at what we gained. We experienced stronger relationships at home, more time with children, and we became more intentional about connecting with others through apps like Zoom and Teams. We saw Crayola release more inclusive skin-toned crayons, our LGBTQ+ brothers and sisters gained legal protections in the workplace, there were two Asian Americans who became “firsts” as MLB managers, and amidst division we saw people around the world come together to help others as allies and advocates.

While there was an industry-wide concern that during the pandemic, D&I initiatives would be put on the back burner, Ogletree Deakins didn’t miss a beat. We were able to pivot quickly, moving away from planned events and conferences and bringing targeted support to our attorneys and staff during difficult times. We held a series of weekly webinars on topics like working from home while parenting, resilience and wellness, and leading inclusively in a remote environment. Our caregivers’ resource group provided much needed connections as we quarantined by inviting everyone to share their joy, creating a safe space for caregivers and parents to share their feelings and frustrations, and sponsoring a series of webinars on topics like how to manage your children’s remote learning and support for those with elderly dependents or individuals with medical conditions.

The killing of George Floyd sparked an outcry across the world. Ogletree hosted open forum town halls to discuss issues like racism and allyship. We even had two Black shareholders share their own experiences of discrimination and being othered. The open forums continue to

happen for those who want a safe space to learn and ask questions. Offices and departments across the firm began to have their own difficult conversations around race and participate in the ABA 21-day Racial Equity Challenge as a group.

So many in our firm were eager to do more that we created an equal justice task force, ODACT (Act, Change, Transform). The group is comprised of attorneys and staff across the firm who are eager to make an impact in the legal industry, the firm, and in their communities.

So, while 2020 brought a lot of change, we are all the better for it. We have not only created stronger relationships across the firm, but we have taken significant action to move diversity, equity, and inclusion farther. We look to the future with hope knowing that, as a firm, we have come out the other side *stronger than ever*.

Take Care and Be Well,

Rebecca Baumgartner
Senior Manager Diversity,
Equity & Inclusion

David E. Jones Diversity Champion Award

The David E. Jones Diversity Champion award was established in 2018 to honor our colleague David Jones who embodied our core values and made everyone feel valued and included while being committed to diversity in the legal profession.



Elizabeth M. Ebanks
(Shareholder, Richmond)

I am incredibly honored to be the 2020 Recipient of the David E. Jones Diversity Award. Dave Jones' drive to support attorneys of color dictated his values and actions and came from his heart. As he has passed the torch to me, and others at Ogletree, the Diversity and Inclusion Department asked me to answer: "Why am I passionate about diversity?" Upon reflection of my core values,

two reasons ring loudly: (1) my passion for fairness and justice, and (2) my belief that diversity of thought, which can only be achieved among those with varying experiences and perspectives, is critical to long-term success and fulfillment.

My passion for fairness and justice runs deep into my childhood. I recall my mother recounting stories of my toddler-self insisting "that's not fair" to just about everything – mainly sharing favorite snacks and toys at the time, but, even then, I felt a drive for equity for all. Imagine my childhood surprise when I learned that "no, life is in fact not fair." This realization ultimately led to the pursuit of my legal career. A journey that came with no shortages of racial and gender-based inequities and setbacks as this first-generation West Indian-American grew up in the heart of the former confederacy.

Born to a father from the Cayman Islands and a mother from Trinidad & Tobago, I spent my early childhood in a West Indian community in Brooklyn, New York. After spending years building his career in finance from nothing, my father moved our family to an upper-middle class virtually all-white neighborhood in a surrounding county of Richmond, Virginia for a rising job opportunity. My mother, having created from the ground up her own private school in Brooklyn, had to return to teacher status in Virginia because of immigration regulations regarding school principalship. Nonetheless, she seized the opportunity to teach elementary school in the heart of Richmond's inner city to children sadly already written off by society. My middle and high school years showed me stark disparities in life experiences, opportunities, education, and viewpoints between my suburban

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**"IF 2020 HAS
TAUGHT US
ANYTHING, IT IS THAT
WE CANNOT LIVE
IN A VACUUM. WE
CANNOT LIVE IN A
BUBBLE."**

.....

life, my hometown Brooklyn community, and the disadvantaged neighborhoods where my mom invested grueling hours.

By the time I walked into my first year at the University of Virginia (UVA), I had been exposed to varying upbringings, races, national origins, and socio-economic backgrounds, but it dismayed me to learn how many people grew up only familiar with others just like them with little interest to understand more. And, to no surprise, continued to only feel comfortable with people like themselves. This comfort and limited outlook led to self-segregation at UVA and showed me the critical need to understand perspectives beyond our own. The type of language used, the assumptions made, the inability for people to believe the world looked differently depending on one's background and characteristics deepened my need to strive for fairness and justice and to fiercely promote inclusion.



“Better together” – the very slogan of our Diversity & Inclusion Department stands out to me now as the sentiment I felt then and since. From UVA through today, I have been part of many groups from upstarts to non-profits to executive boardrooms of leading companies, and, without a doubt, the rooms containing the greatest mix of representation from all swaths of life developed the most comprehensive approaches, fully developed thoughts, and well-rounded decisions.

In addition to my legal work, Ogletree has afforded me the opportunity to continue my drive to seek fairness and diversity in thought through my work and leadership in ODACT, ODBAR, and ODWIN, among others. Programs and initiatives related to mentorship, sponsorship, promotion, education, and volunteering have been of utmost priority and given me great satisfaction to witness first-hand the passion of our attorneys and staff to do more and learn more.

If 2020 has taught us anything, it is that we cannot live in a vacuum. We cannot live in a bubble. Regardless of our beliefs, when only certain information is being filtered to you, when only those who agree with you have the loudest and most prominent voice, we do not learn, we do not grow.

We become more static, more distrustful. Sharing and opening ourselves to perspectives different than our own is what makes us great. “United we stand and divided we fall” is not just a catchy saying, it is a direct acknowledgement that without all of us, we cannot succeed. So, you ask why I am passionate about diversity. Because I believe in my core that we are “Better Together.” That when we stand together, we rise together. That when we share and grow and truly listen with the intent of learning, we flourish in diversity of thought. That the “fairness, justice, and liberty for all” which I try to uphold daily is not just about ensuring freedom and equity, but it is necessary for our long-term success, prosperity and fulfillment...as individuals, organizations, the country, and the world.

Business Resource Groups

ODAdelante



Rodolfo R. (Fito) Agraz
(Shareholder, Dallas)



Stephen J. Quezada
(Shareholder, Houston)



Norma Manjarrez
(Associate, Chicago)

Ogletree Deakins Hispanic/Latinx business resource group ODAdelante, is dedicated to fostering a culture of inclusion and leveraging their commonality for business and professional development. ODAdelante

is led by Rodolfo R. (Fito) Agraz (Shareholder, Dallas), Stephen J. Quezada (Shareholder, Houston) and Norma Manjarrez (Shareholder, Chicago), who work together to bring greater visibility to our Hispanic/Latinx attorneys both within and outside the firm.

ODAdelante's mission is to cultivate Latinx attorneys through recruitment, development, retention and advancement within the firm. Mentorship is key to this goal and part of their group mission. In an effort to support advancement, in July, ODAdelante rolled out its Mentorship Program where mentees were paired with mentors according to their area of practice and location.

ODAdelante hosted several events this past year. In October, for Hispanic Heritage Month, ODAdelante hosted a Latina Leadership Roundtable. The discussion featured several distinguished Latina leaders in the legal community, including:

- Elia Diaz-Yaeger, HNBA President and Shareholder at Lugenbuhl, Wheaton, Peck, Rankin & Hubbard;
- Sonia Zeledon, Associate General Counsel, Privacy and Compliance, The Hershey Company; and
- Norma Garcia, V.P., Assistant General Counsel - International Legal, Risk Management, and Chief Diversity Officer, Rent-A-Center.

ODAdelante Co-Chair, Norma Manjarrez from Ogletree's Chicago Office, moderated the leadership roundtable. Participants had a powerful discussion that highlighted their personal stories, explored how their heritage influenced their careers, and discussed the importance of mentorship and sponsorship in our efforts to promote diversity and inclusion within the legal industry.

As part of its 2020 Hispanic Heritage Month series, ODAdelante also interviewed Dr. Michael A. Olivas, Wm B. Bates Distinguished Chair in Law (Emeritus) of the University of Houston Law Center, regarding *Plyler v. Doe*, a Supreme Court case that ruled that



ODADELANTE SPOTLIGHT

Co-Chair
Norma Manjarrez
(Shareholder,
Chicago)
represented
Ogletree as
our 2020 LCLD
Pathfinder.



undocumented students were entitled to attend public school under the Equal Protection Clause of the Fourteenth Amendment and the present-day struggle that is DACA and the DREAM Act. ODAdeleante member Federico Barrera also interviewed our very own Charles Gonzalez about his remarkable career trajectory.

To close out the year, as part of ODAdeleante's on-going efforts to help BRG members develop their practice and business and advance its members, they hosted a Lunch and Learn style Zoom on the Request for Proposal and Pricing Process. Whitney St. Laurent, whose team puts together the RFP Response with guidance from a lead attorney and Hector Garcia, who works to come up with competitive pricing, provided their tips to attendees. They gave a rundown of the process, what they do, how they do it, and what they need from Ogletree attorneys to put an RFP together. RFP responses are critical to growing ones practice and originating work.

ODBAR

The Ogletree Deakins Black Attorney Resource Group (ODBAR), co-chaired by Elizabeth M. Ebanks (Shareholder, Richmond) and, officially starting in 2021, Andre' B. Caldwell (Shareholder, Oklahoma City), works to support and empower the Firm's community of African-American/black attorneys.



Elizabeth M. Ebanks
(Shareholder, Richmond)



Andre' B. Caldwell
(Shareholder, Oklahoma City)

2020 had an abundance of challenges and awakenings in race relations and diversity efforts nationwide. Terms like "anti-racist" and "implicit bias" took center stage as this country grappled with its history of racism and civil rights efforts. ODBAR attorneys were at the forefront to raise awareness within the Firm and promote critical issues including: its Black History Month Program which honored the country's first African-American judges and attorneys, its joint Business Resource Group (BRG) statement regarding social injustice in the wake of the George Floyd murder, and through its lobbying to observe Juneteenth as a Firm holiday. ODBAR's input and leadership was also instrumental in the formation of the Firm's first social justice taskforce, ODACT, which tackles voter education and criminal justice reform and focuses on internal policies/procedures, local initiatives, and client partnerships.

ODBAR attorneys also have been recognized for their excellence. Internally, Shafeeqa W. Giarratani (Shareholder, Austin) serves on the Firm's Board of Directors and plays a vital

role in advancing the ODBAR perspective as its Board Liaison, Elizabeth Ebanks received the David E. Jones Diversity Award for her significant contributions to the Firm's DE&I efforts, and Danielle Ochs (Shareholder, San Francisco) co-chairs the Firm's newly created Technology Group. Externally, Paul Lancaster Adams (Shareholder, Philadelphia) graced the cover of Lawdragon Magazine, as he, Simone R.D. Francis (Shareholder, St. Thomas/New York), and Jimmy F. Robinson (Shareholder,



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**ODBAR
SPOTLIGHT**
Justin Tarka (Of
Counsel, London)
provided the firm
a history of Black
History in the U.K.
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Richmond) were selected as part of the 500 Leading U.S. Corporate Employment Lawyers. Proudly, ODBAR attorneys at all levels have received numerous accolades from Top 40 under 40, Legal Elite, Best Lawyers in America, and SuperLawyers, among others.

Finally, ODBAR continued its community and mentorship of associates and counsel by revamping its mentorship program, holding virtual meetings and socials (organized by Associate Liaisons Kyle R. Elliott (Richmond) and Robert C. Perryman (Philadelphia)), and maintaining its business development coaching program, Raise the Bar, led by consultant Jill Dessalines, Esq.

ODA3



M. Tae Phillips
(Shareholder, Birmingham)



Caroline Tang
(Shareholder, Austin)

While this past year proved to be a challenge for everyone for many reasons, ODA3 was proud of its efforts and those of its members in 2020. ODA3 collaborated with fellow BRG leaders from ODBAR, ODAdeleante, ODWIN, ODFamily, and ODAlliance to assist in formulating the firm's response to the George Floyd incident, and subsequent efforts to tackle racial injustice and create unity amongst our colleagues. ODA3

also worked with BRG leaders to create a committee responsible for developing a "Road to Shareholder" webinar.

In addition to firm-wide efforts, ODA3 began developing a formal mentorship program to assist Asian-American Of Counsel and Associates within the firm, which it plans to launch in 2021. ODA3 members Kristin Aquino-Pham (Associate, Atlanta), Curtis Y. Chow (Shareholder, Columbia), Vik Jaitly (Associate, Philadelphia), Connie M. Ng (Associate, Washington, D.C.), Angela Pak (Shareholder, Orange County), M. Tae Phillips (Shareholder, Birmingham), Caroline Tang (Shareholder, Austin), and Vince M. Verde (Shareholder, Orange County) also "virtually" attended the annual National Asian Pacific American Bar Association (NAPABA) conference in November—where the firm served as a proud sponsor of NAPABA's Diversity and Inclusion Committee reception.

ODA3 is also proud of the professional achievements of its members in 2020. Greg C. Cheng (Shareholder, San Francisco) was elected to serve as a member of Ogletree's Board of Directors. Amanda T. Quan (Shareholder, Cleveland), Vanessa Patel (Shareholder, Tampa), and Roshni C. Kapoor (Shareholder, San Francisco) were all elected as Shareholders.

Finally, in a year filled at times with anti-Asian rhetoric and xenophobia fueled by the COVID-19 pandemic, ODA3 member Claudia Tran (Associate, Kansas City) reminded us that our Asian-American attorneys should be proud of their Asian heritage by publishing an article entitled "It's an Honor Just to be Asian."



Michelle Wimes (Chief Diversity and Professional Development Officer, Kansas City), Claudia M. Tran (Associate, Kansas City), Rebecca Baumgartner (Diversity and Inclusion Senior Manager, Kansas City), Kelly Druten Green (Professional Development and Inclusion Senior Manager, Kansas City).

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**ODA3
SPOTLIGHT**
Co-Chair and
2020 LCLD Fellow
Caroline Tang
(Shareholder,
Austin)
participated
in an LCLD
Leadership Lunch
with client GM.
.....

ODAlliance

This year has been an extremely challenging year on so many levels for so many different reasons. We began the year focused on trying to bring more substantive and relevant content



Adam T. Pankratz
(Shareholder, Seattle)



Natalie N. Turner
(Shareholder, Atlanta)

to ODAlliance members, and were particularly excited about a brand-building workshop planned for the 2020 attorney retreat. However, the pandemic had other plans. As we transitioned to working from home in the Spring, we initially focused on trying to stay connected and be a resource to our group members through very uncertain times. Then, in June 2020, the LGBTQ community was overjoyed by the Supreme Court's landmark decision in *Bostock* finding that Title VII of the Civil Rights Act of 1964 prohibits discrimination against gay and transgender individuals. Following the *Bostock* decision, ODAlliance members participated in internal and external webinars highlighting and explaining the impact of this decision for employers. Additionally, and perhaps more importantly – it certainly felt more impactful for our members, the *Bostock* decision gave ODAlliance members the opportunity to participate in a forum open to all Ogletree employees designed to allow us to tell our stories of discrimination, acceptance, fear, and ultimately how much being protected from discrimination in the workplace means to us. Seeing our members speak freely and openly and be embraced by their peers was such a proud moment, and something that many of our members would have thought impossible not so long ago. ODAlliance members are

also active participants in the Firm's initiatives related to injustice and inequality. ODAlliance, as well as many of the other BRG groups, has attempted to use one of the most challenging years as a way to make a difference. We hope to continue on that journey in 2021.

ODALLIANCE SPOTLIGHT

In February, co-chair Adam T. Pankratz (Shareholder, Seattle) announced the opportunity to include preferred pronouns in email signature blocks.



Ogletree
Deakins

What does *Bostock* mean to you?



ODWIN



Kerri S. Reisdorff
(Shareholder, Kansas City)

ODWIN started 2020 strong. First, ODWIN hosted a half-day retreat for Ogletree's female shareholders at the beginning of the Firm's Business Meeting in January 2020. The retreat included a number of presenters and panel discussions. The retreat ended with robust roundtable discussions centered around topics that included Firm leadership opportunities.

Kelly M. Cardin (Shareholder, Stamford), Gretchen M. Lehman (Shareholder, Tampa), Michelle B. Muhleisen (Shareholder, Denver), Angela Pak (Shareholder, Orange County) and Christine Bestor Townsend (Shareholder, Milwaukee) were elected to Shareholder. Elizabeth A. Falcone (Shareholder, Portland) and Bonnie L. Martin (Shareholder, Indianapolis) were elevated to Equity Shareholder.

Perhaps the most exciting moment of the ODWIN retreat was when we announced the Firm's new partnership with the LPGA. While the Firm and ODWIN had great plans for the partnership in 2020, most of those plans had to be placed on hold due to the pandemic. However, a number of our female attorneys were showcased by the LPGA in the Association's virtual "fireside chat" series and the LPGA Commissioner participated in the Firm's In House Exclusive. We look forward to the value this partnership will bring to the Firm and ODWIN as we move forward.

ODWIN also launched a class of eight new sponsees (and sponsors) in connection with the Firm's ODWIN Sponsorship Program. To kick the program off, Liz A. Falcone (Shareholder, Portland) facilitated a webinar panel discussion with former sponsees/sponsors for the new class.

In the final quarter of 2020, ODWIN launched a virtual roundtable series. A total of 20 intimate roundtables, each hosted by one or two female shareholders, were held. The feedback from the roundtables was extremely positive – and we look forward to hosting virtual and (fingers crossed) live events in the future.



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**ODWIN
SPOTLIGHT**
Shafeeqa W.
Giarratani
(Shareholder,
Austin) is the
first woman of
color to serve on
the firm's Board
of Directors.
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ODFamily

ODFamily served multiple roles during the course of 2020. Unlike the other BRGs, ODFamily does not have a particular membership; rather, ODFamily serves and supports all members



Kelly S. Hughes
(Shareholder, Charlotte)



Trina R. Ricketts
(Shareholder, Kansas City)

of the firm community. The two main focuses of support this year were (1) the pandemic and (2) the racial social justice issues, primarily stemming from the aftermath of the George Floyd shooting. With the support of firm leaders and PDI, co-chairs Kelly Hughes and Trina Ricketts engaged in purposeful firm-wide communications in an attempt to uplift our peers going through difficult times, acknowledging the struggles of remote work, economic worries, childcare difficulties/hardships, and overall unease. Members of the firm were invited to participate in a program called Spread the Joy, pursuant to which colleagues shared pictures, anecdotes, and words of encouragement.

Similarly, following the George Floyd shooting, in conjunction with PDI, ODFamily arranged roundtables to facilitate frank discussions about racial justice issues ranging from disparate impact of COVID on people of color to police brutality and many other related issues. In addition, ODFamily sponsored roundtable discussions on wellness, substance abuse, and mental health matters.

As we look to 2021, ODFamily envisions itself in the continuing role of a support system but also as a method by which we can continue to build community and, hopefully as a result, increase employee satisfaction and retention.



ODFAMILY SPOTLIGHT

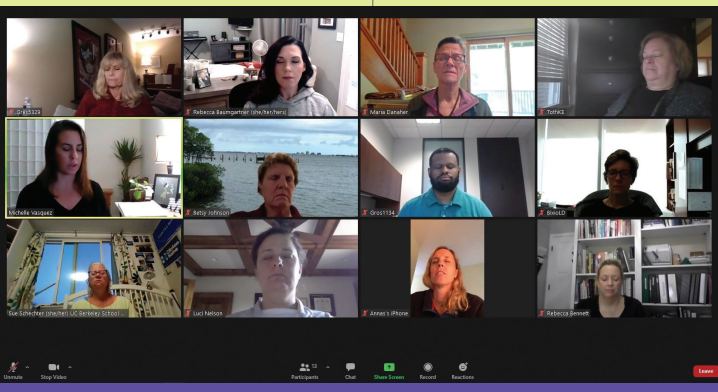
Brandon M. Shelton
(Shareholder,
Charlotte) hosted
a webinar on
Addiction and
Mental Health
especially as it
relates to coping
during COVID.

2020 A YEAR LIKE NO OTHER

Staying Connected

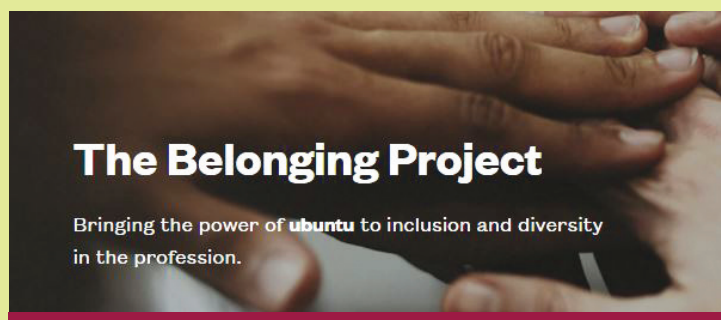
As a health crisis developed all over the world, employees firm-wide found themselves in a new work environment – home. In order to help attorneys and staff transition to their new work environment, our Diversity, Equity, and Inclusion team rolled out a weekly webinar series to provide tips and support for those who may be struggling with new social distancing requirements and balancing work life and home life now that the two are so intertwined. The sessions focused on topics like Practical Tips for Keeping Work and Home Running Smoothly, Cultivating Resilience and Emotional Intelligent During a Time of Crisis, and Keeping a Focus on Wellness.

Additionally we saw weekly virtual mindfulness sessions facilitated by shareholders providing a space and time for people to find a sense of peace and reflection during a time when mental and emotional health was becoming more important than ever.



As diverse and minority attorneys have difficulty remaining visible in the office, we aimed to create space for them to be top of mind for shareholders. Department leaders scheduled one-on-one calls with all of the U.S. Office Managing Shareholders and Office Administrators to keep the focus on diverse and minority associates during these times of quarantine. Offices were provided with best practices and tools for keeping the entire office engaged from home and to identify any associates who may be struggling or needed additional help.

Ogletree became a key supporter of The Belonging Project, a coalition of law firms and legal organizations focused on supporting diverse and minority attorneys. The goal of the group is to ensure that they are supported and given resources during this uncertain economic landscape so that they are not disproportionately affected in the same way as in the recession of 2007-2008. In addition to providing several webinars for the project, our department supports the initiatives by working to identify and schedule programs and topics moving forward.



Fight for Equity and Justice

.....
*...we are
united in our
unequivocal
rejection of
hate, bigotry,
and violence...*
.....

Dear Colleagues –

We are deeply troubled, saddened, and disheartened about the events that have unfolded in Minneapolis, Georgia, and New York City over the past two weeks.

We, along with so many of us at Ogletree, and people throughout the nation and around the world, have watched in horror as George Floyd was killed while in the custody of police officers, as Ahmaud Arbery was killed by two men while jogging in his community, and as Amy Cooper made a false report to the New York City police department against Christian Cooper (no relation), a black man who was bird-watching in Central Park.

These examples, and many more, are yet another exclamation point in the serial violence toward people of color—especially African-American men—that remind us that rather than a scar, racism remains a gaping wound in our country. We know that countless members of law enforcement and others are partners with us to fight injustice and would not stand for this conduct. But, it is the few, especially in conjunction with the pitfalls of implicit bias and silence that allow this behavior to perpetuate and fails to lead to accountability or change.

As these events continue to impact the communities in which we live and work, we want to once again affirm that we are united in our unequivocal rejection of hate, bigotry, and violence that have been on display. Our thoughts are with the families of George Floyd, Ahmaud Arbery and so many others, including those in our Minneapolis office. We implore our colleagues to ponder how to disrupt deeply entrenched, institutionalized systems of oppression. We ask you to consider any of the following things you can do to show up for impacted communities including unearthing your own unconscious biases, reflecting how they show up in your daily life, and listening to your friends and colleagues of color. The burden is on all of us, not just those impacted, to educate ourselves. Seek out knowledge. Validate experiences.

As exceptional attorneys across the country, we are in a position of power to effectuate change. Now more than ever, we recognize that this is not the time to be silent. We must stand firm as allies in support against racial injustice. Tackle legislative changes in your jurisdiction, use pro bono hours to stand against injustice, utilize advocacy skills to speak for those without an advocate.

Because as Dr. Martin Luther King so eloquently stated, “Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly.”

Ogletree’s Joint BRG Statement on Racial Unity

ODACT Co-Chairs:



Maria T. Black
(Office Administrator, Chicago)



Michael Clarkson
(Shareholder, Boston)



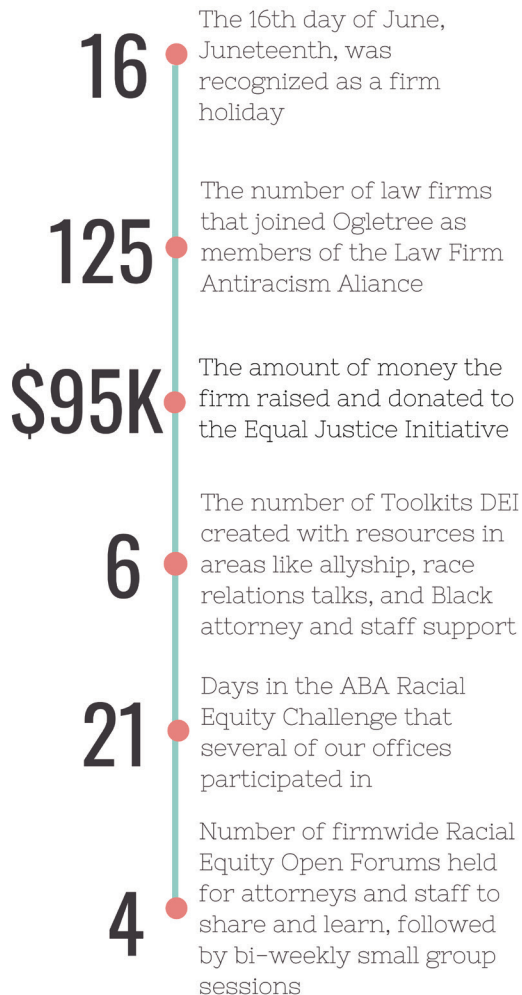
Christine Bestor Townsend
(Shareholder, Milwaukee)

ODACT

Joined the Law Firm Anti-Racism Alliance.

LFAA LAW FIRM ANTIRACISM ALLIANCE

In response to a national call to support Black lives and advance race equity, Ogletree joined the Law Firm Antiracism Alliance (LFAA). The Alliance's mission is to dismantle barriers to opportunity in communities of color.



Act

Change

Transform

Spurred to take more action, the firm created a firm-wide equal justice taskforce for staff and attorneys to work together toward eradicating racial inequities in America. Ogletree Deakins ACT (Act, Change, and Transform) takes concrete actions aimed at improving racial justice in the legal profession and beyond.

Within one month of its launch, our **Voter Education** subcommittee had dozens of Ogletree lawyers and paralegals volunteer for shifts staffing the Lawyers' Committee for Civil Rights Under Law's non-partisan National Voter Hotline. This was a timely initiative in an election year.

Noting a need for the firm to show value in DE&I work and encourage involvement from attorneys, the **OD Focus** subcommittee worked to bring a revised Pro Bono Policy before the Board. In November, the Board voted to approve an amended Pro Bono Policy to include hours for DE&I work by firm timekeepers.

Our **Criminal Justice Reform** subcommittee is leveraging the firm's collective labor and employment expertise to work with clients to provide employer qualified immunity and training on matters regarding employment for those with arrest and conviction records. Additional work is being done to create an employment training program for those exiting prison. These initiatives further equal justice by positively impacting minorities while supporting our clients.

The **Local Office** subcommittee has partnered with Office Administrators, firm Diversity Ambassadors, and BRG leaders to tap into opportunities at the local office level. A few OD offices have completed the ABA 21 Day Racial Equity Habit-Building Challenge, and with the support of our firm's Communications Team, we are working to partner with our clients' racial justice initiatives in our local communities.

Diversity By the Numbers

907

Number of attorneys employed at Ogletree Deakins
As of 12/31/20

12% of Ogletree Deakins shareholders are minorities

28% of Ogletree Deakins associates, counsel, and of counsel are minorities

33% of Ogletree Deakins shareholders are women

57% of Ogletree Deakins associates, counsel, and of counsel are women



Board of Directors – Women

44%



Office Managing Shareholders – Minorities

5%



Office Managing Shareholders – Women

37%



Practice Group Leaders – Minorities/Women

40%



Compensation Committee – Women

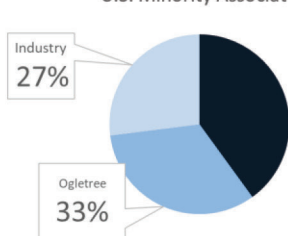
40%

58%

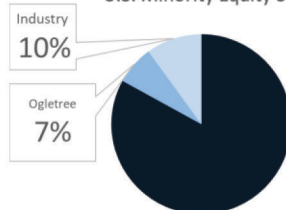
Percent of Ogletree Deakins attorneys promoted to shareholder in 2020 that were minorities or women

Ogletree vs National Industry Numbers

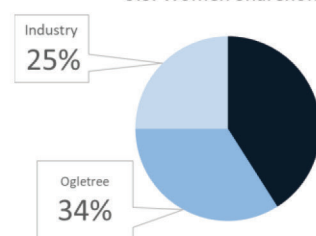
U.S. Minority Associates



U.S. Minority Equity Shareholders



U.S. Women Shareholders



Industry Source: *Last report available - 2019 Vault/MCCA Law Firm Diversity Report

Accomplishments



**FOURTH TIME
PERFECT SCORE**

For the fourth year in a row, in January 2020, a **perfect score of 100** on the **Human Rights Campaign (HRC) Corporate Equality Index (CEI)** was earned by Ogletree Deakins.



**FIFTH TIME
CERTIFICATION**

For the fifth time, in June 2020, Ogletree Deakins was recognized as a **WILEF (Women in Law Empowerment Forum) Gold Standard Firm** for leadership roles achieved by equity women partners.



**FOURTH TIME
BEST LAW FIRM**

In September 2020, for the fourth time, Ogletree Deakins was recognized as one of the **“Best Law Firms for Women” by Working Mother**. For the 13th year, Working Mother has recognized firms that utilize best practices in recruiting, retaining, promoting and developing women lawyers. Ogletree was among the 60 firms that earned spots on this year’s list.



**FOURTH TIME
COMPASS
AWARD WINNER**

In November 2020, for the second year in a row and fourth time overall, Ogletree was recognized with the **2020 Compass Award** designation by **Leadership Council on Legal Diversity (LCLD)**. The Compass Award recognizes those Members who personally attend our Annual Meeting and participate in the Fellows and Pathfinder programs, as well as at least one pipeline program (Mentoring or 1L Scholars).

Partnerships

National and Regional Sponsorships

National Bar Association	Human Rights Campaign
Charting Your Own Course	Corporate Counsel Women of Color
Association of Corporate Counsel Foundation	National Asian Pacific American Bar Association
National Association of Women Lawyers	Diversity & Flexibility Alliance
National LGBT Bar Association	Kansas City Metropolitan Bar Association
National Employment Law Council	Suburban Balance
Hispanic National Bar Association	The Women's Foundation
Working Mother	Project Equality

Memberships

Leadership Council on Legal Diversity	Kansas City Metropolitan Bar Association
Institute for Inclusion in the Legal Profession	Diversity & Flexibility Alliance
Association of Law Firm Diversity Professionals	National Association for Law Placement
Women's Leadership Edge	

Firmwide Committee and Ambassadors December 2020

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CONCLUSION

We hope you enjoyed our 2020 Annual Report of the Diversity, Equity and Inclusion Department of Ogletree Deakins. For more information about the firm's professional development and inclusion efforts, or more copies of this report please feel free to contact Rebecca Baumgartner at rebecca.baumgartner@ogletree.com.

