



Ogletree
Deakins

2021 ANNUAL REPORT
DIVERSITY, EQUITY, AND INCLUSION

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Leading the Way



MESSAGE FROM C. MATTHEW KEEN

Ogletree Deakins is committed to taking action to promote and advance diversity, equity, and inclusion (DEI), both within our firm and in the communities where we live and serve. Our people are our greatest asset, and we are continually working to create a vibrant, diverse, respectful, and inclusive culture.

DEI is not only a moral imperative, it is part of our overall business strategy. It is essential to the growth and success of our firm and the quality of service we provide to our clients. We know that DEI makes us stronger, more thoughtful, and produces better results.

I am pleased with the progress we have made on DEI over the past year, which is reflected in our annual report. While we remain committed to making meaningful change, we know there is always more work to do. I am confident in the leadership and talent here at Ogletree Deakins to make sure we are delivering on our commitments to DEI.

C. Matthew Keen
Managing Shareholder



MESSAGE FROM LIA DORSEY

Ogletree Deakins has long been committed to fostering and achieving a more diverse, equitable, and inclusive workplace. Amid the racial unrest, economic turbulence, and widespread social isolation of the past two years, our commitment to this mission remained intact and is now stronger than ever.

This report highlights the progress we made in 2021 and how we engaged our stakeholders to make diversity, equity, and inclusion (DEI) a top priority. Although we are proud of the strides we've made, we recognize the lasting impacts of the global pandemic, and that racial and social injustice are still of paramount concern. We must come together to engage in important conversations that encourage understanding, compassion, and healing.

Ogletree Deakins remains fully committed to DEI and making investments to help strengthen diverse communities. We also know that our intentions must be followed by meaningful action and change. This requires dedication, courage, and time. Real progress necessitates hard work. The road ahead is long, but we are poised to make a significant difference.

I look forward to leading the effort at Ogletree Deakins to build an enlightened, vibrant, and more unified workplace. Together, we are better and stronger.

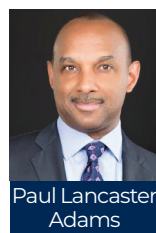
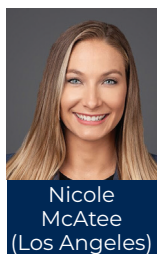
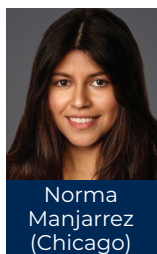
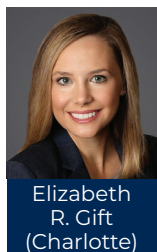
How will you engage with us in the future?

Lia Dorsey
Chief Diversity, Equity, and Inclusion Officer

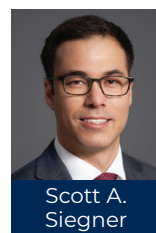
2021 Highlights

HONORS AND RECOGNITION

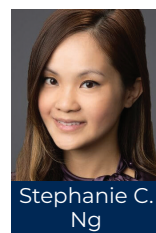
Our 2021 class of newly elected shareholders was 67 percent diverse. The diverse shareholders included:



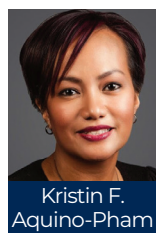
Paul Lancaster Adams (Shareholder, Philadelphia) was recognized by the Minority Corporate Counsel Association (MCCA) as one of its 2021 Rainmakers.



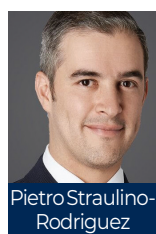
Scott A. Siegner (Associate, Richmond) was recognized as one of Legal-Elite Virginia's Best Lawyers for 2021 by Virginia Business Magazine.



Stephanie C. Ng (Associate, Houston) was selected to participate in the National Asian Pacific American Bar Association's (NAPABA) 2021 Leadership Advancement Program.



Kristin F. Aquino-Pham (Associate, Atlanta) was selected to participate in NAPABA's 2021 Prospective Partners Program.



Pietro Straulino-Rodriguez (Partner, Mexico City) was elected for inclusion in the 13th Edition of The Best Lawyers in Mexico.



Mike H. Cramer (Shareholder, Chicago) was elected as the DEI Officer on Public Interest Law Initiative (PILI)'s Board of Directors.



Sarah Kuehnel

Sarah Kuehnel (Shareholder, Tampa), and her client Bonnie Smith, CEO of Studio B Entertainment were honored by the Diversity & Flexibility Alliance as one of their 2021 Flex Success Award recipients. This award recognizes Partners at Diversity & Flexibility Alliance member law firms who have achieved success while working a reduced-hours schedule as well as a client who has been integral to making workplace flexibility so successful.



Norma Manjarrez

Norma Manjarrez (Shareholder, Chicago) was named Alumni of the Year by the National Latina/o Law Student Association (NLLSA) at the University of Illinois College of Law. Norma received this award for her commitment to LLSA and supporting the College of Law's diversity initiatives. Norma was also appointed as a Board Member of the City of Chicago Board of Ethics, which administers Chicago's Governmental Ethics and Campaign Financing ordinances.



Marlén Cortez Morris

Marlén Cortez Morris (Shareholder, Chicago) was recognized by 1851 Franchise Magazine as one of the Top Franchise Legal Players.



Valerie Salcido

Valerie Salcido (Associate, Austin) was appointed as the Social Media Director for the Hispanic National Bar Association.



Brazitte A. Poole



Janet L. Smith

Brazitte A. Poole (Associate, Pittsburgh), and **Janet L. Smith** (Associate, Dallas) were selected as members of the National Employment Law Council's (NELC) 2021 Academy Fellows Program. The NELC selected just 30 attorneys for this prestigious program, which provides guidance, skills training, mentorship, and networking opportunities for minority attorneys with less than four years' experience practicing management-side labor and employment law.

The following Ogletree Deakins diverse attorneys were recognized as Best Lawyers: Ones to Watch. This recognition is given to attorneys who have been in practice five to nine years to honor their outstanding professional excellence and were chosen based on peer review.



Cyle Catlett
(Associate,
Chicago)



Tiaundra
Gordon-Foster
(Associate,
Indianapolis)



Jasmine
Harding
(Associate,
Austin)



Jessica
Thomas
(Associate,
Atlanta)

A NEW PROGRAM TO PROMOTE SUCCESS AND RETENTION

Ogletree Deakins launched the Impact Sponsorship Program, which is designed to promote the success and increase the retention of diverse attorneys, and develop and sustain a pipeline of future leaders for succession planning purposes. This one-year program includes training, career planning guidance, business development coaching, and opportunities for networking with clients and other firm stakeholders.

EXPANDING OUR COMMITMENT

The firm started the Mansfield Rule 5.0 Certification process, which is designed to boost the representation of historically underrepresented lawyers in law firm leadership.

AN AWARD-WINNING FRAMEWORK FOR DEI

The firm was included on the inaugural Bloomberg Law Diversity, Equity, and Inclusion Framework, which is a listing of law firms that meet or exceed an established threshold of diversity, equity, and inclusion. Benchmarks for evaluation include leadership and talent pipelines; recruitment and retention; business innovation and strategy; bias and harassment training; and diverse brand. Ogletree Deakins is the only one of the major labor and employment firms that made the list of 28 firms.

TOP 100 WOMEN IN LAW

Women We Admire recognized Chief Diversity, Equity, and Inclusion Officer, **Lia Dorsey**, as one of the “Top 100 Women Leaders in Law of 2021.” The women included on this list were nominated and selected for their dedication and commitment to the field of law. The Women We Admire award for law is an opportunity to showcase the accomplishments of the many talented women who represent the profession and to inspire other young women to follow in their footsteps.

DAVID E. JONES 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.

The 2021 recipient of the David E. Jones Award is **Caroline Tang** (Shareholder, Austin).



"Receiving the David E. Jones Diversity Champion Award is so meaningful to me because it underscores the fact that the firm champions the issues of diversity and equity that are so important to me. Together, we can break down the barriers that have harmed marginalized groups for generations."

OUR PARTNERSHIP WITH THE LPGA

Ogletree Deakins is committed to advancing women at the firm. Our ODWIN initiative provides opportunities for women at all levels to build relationships across the firm, and fosters connections with clients, students, and external communities.

Ogletree Deakins hosted Women's Empowerment Day in partnership with the Ladies Professional Golf Association (LPGA). Ogletree attorneys and clients participated in the full-day event and engaged in small group discussions and interactive presentations throughout the day focused on improving leadership and advocacy skills. Participants learned how to golf at three stations (driving, chipping, and putting)! **Lia Dorsey**, Ogletree Deakins' Chief Diversity, Equity, and Inclusion Officer, delivered the keynote address.



Ogletree Deakins hosted Women's Empowerment Day in partnership with the Ladies Professional Golf Association (LPGA)! Everyone featured in this photo is wearing the LPGA's #HoodieForGolf. This special hoodie is part of a player-led campaign that raises funds for two important initiatives honoring Renee Powell: the LPGA Renee Powell Fund and Clearview Legacy Foundation.



Ogletree Deakins' sponsorship program is an important initiative in which we match non-equity female shareholders with equity shareholders in order to serve as both resource and internal sponsor with the goal of the sponsee's ultimate election to equity shareholder. Since the inception of the program, almost 70 percent of sponsees have been elected to equity shareholder status. This program enjoys tremendous support from the board and shareholders across the firm.

ODWIN is the largest business resource group within Ogletree Deakins – with almost 500 members. ODWIN strives to harness the power and skills of our members to support our female attorneys across the globe. Most, if not all, of the internal initiatives or policies ODWIN advocates for not only have a positive impact on our female lawyers, but on the firm as a whole. It has truly been both a personal and professional honor to serve our female attorneys.

— **Kerri Reisdorff**, Shareholder and Chair of ODWIN

A Year of Action

FEBRUARY:

> *Black History Month:* ODBAR produced a robust four-part Black History Month program, which educated the firm on the national theme for the month, “Black Family: Representation, Identity, and Diversity.” The four-part series consisted of a mental health and wellness component that included an interview with **Dr. Byron Young**, an emotional wellness program developer with the Los Angeles County Department of Mental Health Enhanced Specialized Foster Care Program, a yoga and meditation session open to all Ogletree Deakins employees, and a Family Feud-themed Black History Month trivia game.

APRIL:

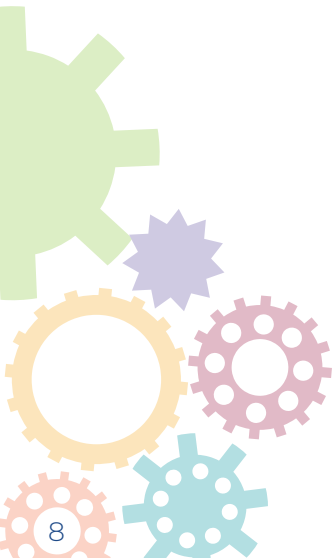
> *The Pathway to Shareholder, Presented Jointly by our Business Resource Groups:* Members of our Business Resource Groups presented a panel discussion, guiding attorneys along the journey to shareholder. From the application and interview process to personal experience stories, our panelists helped to demystify the process.

MARCH:

> *Women's History Month:* ODWIN celebrated Women's History Month by looking within and celebrating Ogletree Deakins women who have persevered and given back—both professionally and personally. ODWIN also hosted a webinar for ODWIN members focused on successful workplace communications. The panel included several Ogletree Deakins shareholders and was moderated by ODWIN executive committee member, **Elizabeth A. Falcone** (Shareholder, Portland (OR)).

MAY:

- > The firm celebrated Well-Being Week in Law. **Lia Dorsey** (Chief Diversity, Equity, and Inclusion Officer, Washington, D.C.) spoke to the firm by video to highlight “belonging”—a powerful state of mind that helps us cope with stress, be our authentic selves, and is critical for overall well-being.
- > *Understanding Unconscious Bias:* **Paula T. Edgar**, Esq., CEO of PGE Consulting Group LLC, conducted a workshop which focused on understanding the impact of unconscious bias and how to interrupt it.
- > *AAPI Heritage Month Webinar, Through Our Eyes: Perspectives of ODA3 Attorneys on Current Events, Diversity in the Legal Industry, and Breaking the Mold:* **Claudia Tran** (Associate, Kansas City) moderated a discussion with **Greg C. Cheng** (Shareholder, San Francisco), **Deepa N. Subramanian** (Shareholder, Atlanta) and **Kim Tran** (Associate, Oklahoma City) regarding their stories and perspectives on the racial and social justice movement, the increase in anti-Asian hate and violence, and their hopes for the next generation of Asian Americans in the legal industry.
- > *Looking Back, Moving Forward: 100 Years After the Tulsa Race Massacre:* ODBAR and the Oklahoma City Office hosted a discussion to commemorate the centenary of the Tulsa Race Massacre. **André B. Caldwell** (Shareholder, Oklahoma City) guided a conversation with **Mechelle Brown**, Program Coordinator at the Greenwood Cultural Center, looking back at what happened, how that has shaped our society now, and where we go from here.



JUNE:

- > Each Ogletree Deakins office planned a special event in celebration of Juneteenth. We also hosted **Latasha Morrison**, social justice advocate and founder of Be the Bridge, for a firm-wide fireside conversation on racial reconciliation. Latasha Morrison was also named as the 2021 recipient of the Homer Deakins Service Award.
- > *Pride Month Webinar*: ODAlliance hosted a firm-wide webinar featuring **Avery Belyeu** (she/her) from Lambda Legal who discussed the importance of using pronouns, gendered language, allyship, and more.



The Ogletree Deakins office in Oklahoma City celebrating Juneteenth.

AUGUST:

- > **Amanda T. Quan** (Shareholder, Cleveland) hosted a joint event with **Katrina Yang**, President-Elect of the Asian American Bar Association of Ohio at the Asian Lantern Festival at the Cleveland Zoo. It was well attended by member and client families.

JULY:

- > *LinkedIn and Diversity Branding Session*: ODA3 and ODAdeleante hosted a joint webinar featuring **Gregg Burkhalter**, the "LinkedIn Guy," who presented actionable tips for making the most of your LinkedIn account for business and professional development. The presentation was followed by a panel discussion featuring **M. Tae Phillips** (Shareholder, Birmingham) and **Ignacio Garcia** (Shareholder, Tampa). The panel discussed diversity branding and tips for internal and external marketing and business development.
- > ODBAR, the Philadelphia office, and **Paul Lancaster Adams** (Shareholder, Philadelphia) hosted their annual BBQ at The Lounge in Philadelphia. This event provided opportunities for business development, fostered relationship building among Ogletree Deakins attendees, and helped increase the visibility of the firm in the Northeast region.

OCTOBER:

- > *A Conversation with Erika Sánchez: In Celebration of Hispanic Heritage Month*, ODAdeleante hosted New York Times bestselling author and National Book Award finalist, **Erika Sánchez** for a thoughtful discussion on what it means to be (or not be) a "perfect Mexican daughter." A child of undocumented Mexican immigrants, Erika explored powerful themes including mental health and generational trauma. Her book, *I Am Not Your Perfect Mexican Daughter*, will soon be adapted into a film directed by America Ferrera.



The ODBAR Annual BBQ in Philadelphia.

Advocacy and Justice



We established a firm-wide equal justice taskforce for our employees 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. Our efforts focus on voter education and access; criminal justice reform and pro bono work; local office initiatives and client collaboration; and the firm's internal policies and processes.



Ogletree attorneys have been offering pro bono assistance to help evacuate Afghan refugees. The firm is proud to support **No One Left Behind**, an all-volunteer organization working to support Special Immigrant Visa (SIV) recipients. Ogletree supported No One Left Behind's mission and advocacy through a \$20,000 donation to the organization made during the firm's Annual Attorney Retreat.



Latasha Morrison, social justice advocate and founder of Be the Bridge, a nonprofit organization focused on racial reconciliation, was the recipient of the 2021 Homer Deakins Award. The award is given by Ogletree to recognize an individual who, through selfless and courageous action, has given of themselves in order to help and inspire others, demonstrating the true spirit of giving.

In Our Own Words



We believe that everybody deserves an opportunity. At Ogletree Deakins, we want to be a well-rounded firm where diversity, equity, and inclusion permeates all aspects of the firm, promotion, and how we staff.

Our clients are changing, judges are changing; if we can be a trailblazer in this area, it can only increase our success.
— **Greg Cheng, Shareholder and Board Member**

Engagement can be tough, especially in this climate, but I love that we have a Chief Diversity, Equity, and Inclusion officer who keeps asking and pushing. We realize that to be fully engaged, all voices are critical. We need to have a lot of different perspectives to make an impact. At Ogletree Deakins, we seek out those voices and perspectives and keep pushing for more impact.

— **André Caldwell, Shareholder and Co-Chair of ODBAR**



Ogletree Deakins is exceptional at providing our international offices' autonomy in handling diversity, equity, and inclusion. The firm recognizes that diversity means something different for each region and therefore provides the budget and resources to support various issues that are relevant both to our country and clients. Several of our offices have taken on diversity issues ranging from veterans and the law, the professional growth of female attorneys, the freedom of religion, and LGBTQ awareness. Regardless of the issues, we realize that supporting diversity in its various forms makes us a better team.

— **Simon McMenemy, London Office Managing Partner**



When I think of "greater engagement" at Ogletree Deakins, I would like to see more collaboration between Ogletree Deakins attorneys and the firm's clients around diversity and inclusion initiatives. We have many clients who share our values in this regard and our attorneys are ready to engage shoulder-to-shoulder with them in programs that will make an impact.

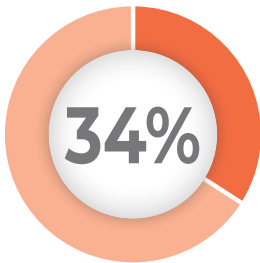
— **Michael Clarkson, Shareholder, Co-Chair of ODAct Change Transform Taskforce Diversity and Inclusion Steering Committee**



Diversity by the Numbers



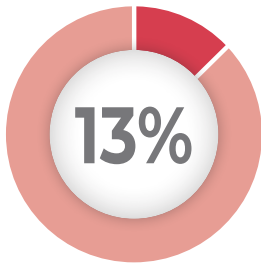
of Ogletree Deakins associates, counsel, and of counsel are women



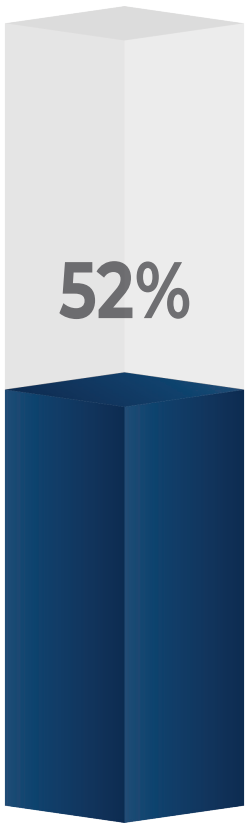
of Ogletree Deakins shareholders are women



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



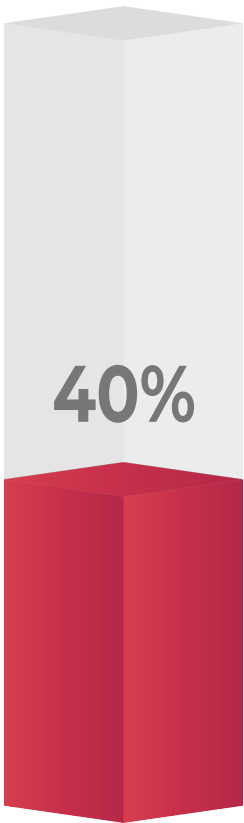
of Ogletree Deakins shareholders are minorities



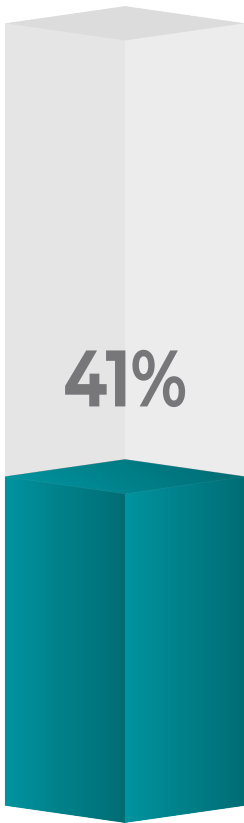
Practice Group Leaders – Diverse



Board of Directors – Diverse



Compensation Committee – Diverse



Office Managing Shareholders – Diverse

Business Resource Groups

Ogletree Deakins' five business resource groups serve as vehicles to recruit, develop, retain, and advance their diverse members by creating and fostering an environment of inclusiveness through business development, networking, retention initiatives, philanthropy, and professional growth opportunities. Our business resource groups offer support to our Asian, Black, Latinx, LGBTQ+, Women, and Family/Caregiver colleagues.

ODA³ - Supporting Asian-American attorneys



M. Tae Phillips
Chair
(Shareholder, Birmingham)

ODAdelante - For those of Latin/Spanish origin



Rodolfo (Fito) R. Agraz
Co-Chair
(Shareholder, Dallas & Raleigh)

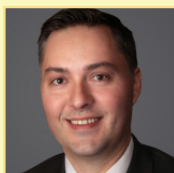


Federico Gomez Barrera, III
Co-Chair
(Associate, Cleveland)



Norma Manjarrez
Co-Chair
(Shareholder, Chicago)

ODAlliance - Supporting Lesbian, Gay, Bisexual, and Transgender attorneys



Adam Pankratz
Co-Chair
(Shareholder, Seattle)



Natalie N. Turner
Co-Chair
(Shareholder, Atlanta)

ODBAR - For all Black and African-American attorneys



André B. Caldwell
Co-Chair
(Shareholder, Oklahoma City)



Brandon M. Shelton
Co-Chair
(Shareholder, Charlotte & Indianapolis)

ODFamily - Supporting parents transitioning back to work



Kelly S. Hughes
Co-Chair
(Shareholder, Charlotte)



Trina R. Ricketts
Co-Chair
(Shareholder, Kansas City)

ODWIN - Advancing Women's Initiatives



Kerri S. Reisdorff
Chair
(Shareholder, Kansas City)

Diversity, Equity, and Inclusion Practice Group

The members of Ogletree Deakins' Diversity, Equity, and Inclusion Practice Group help employers create, implement, and manage DEI programs.

WE ASSIST EMPLOYERS WITH THE FOLLOWING DEI ISSUES:



Assessment, Metric Analysis, and Strategy



Program Development and Implementation



Legal Advice, Counseling, and Risk-Reduction Audits



Learning, Training, and Leadership Development



Crisis Mitigation, Management, and Communications

Resources

Our Diversity, Equity, and Inclusion Practice Group draws upon the firm's vast resources to bring together attorneys experienced in DEI program implementation, affirmative action and OFCCP compliance, and pay equity. We prepare our clients to address the inherent challenges in building effective and legally compliant initiatives.



The Diversity, Equity, and Inclusion Practice Group provides counsel and resources to our clients to help them create and manage successful DE&I programs and navigate the legal pitfalls surrounding DE&I issues; including defending them when diversity practices are challenged. We have seen companies of all sizes grapple with the complex issues presented by DE&I in the workplace and work to prepare them to address the inherent challenges in building effective and legally compliant initiatives.

In its long tradition of legal excellence, Ogletree Deakins recognized that our clients, across an array of industries, needed a trusted partner to assist them with their varied diversity and inclusion-oriented efforts. While there may be a number of DE&I resources available in the marketplace, there are very few law firms with a DE&I practice group full of experienced practitioners dedicated to assisting clients with the full spectrum of workplace DE&I-related issues by providing practical and reliable solutions to their legal issues in this space. Our DE&I practice group attorneys bring different perspectives, lived experiences, and opinions, allowing us to leverage our own diversity to assist our clients in navigating the range of legal, programming, training, assessment, metric analysis, strategy, compliance, and mitigation issues arising from DE&I efforts. These offerings set Ogletree Deakins apart from all the rest.

— **Jimmy Robinson, Office Managing Shareholder Richmond, VA and Co-Chair of Diversity and Inclusion Practice Group**

Supporting Diverse Talent

MENTORSHIP AND SPONSORSHIP PROGRAMS: Our diverse mentorship programs are designed to provide support and guidance to diverse associates and counsel. The primary goal of the program is to create connections between senior and junior stakeholders, and help the mentee develop the skills needed to advance and launch a successful career at the firm.

The Impact Sponsorship Program is designed to promote the success and increase the retention of diverse attorneys, and develop and sustain a pipeline of future leaders for succession planning purposes. This one-year program includes training, career planning guidance, business development coaching, and opportunities for networking with clients and other firm stakeholders.

DIVERSITY SCHOLARSHIP PROGRAMS: We have established diversity scholarships in partnership with three law schools to benefit a diverse, first-year law student from each school. We provide resources and mentoring to support the student's professional and personal development.

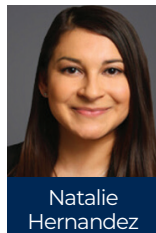
1L LCLD SCHOLARS PROGRAM: We continued our partnership with the Leadership Council on Legal Diversity (LCLD). Ogletree Deakins participated in their 1L Scholars Program, which gives first-year law students from diverse backgrounds valuable work experience in law firm and corporate legal departments. Three offices participated by hosting a 1L scholar.



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY



Tiaundra M.
Gordon-Foster



Natalie
Hernandez

Ogletree Deakins selected **Tiaundra M. Gordon-Foster** (Associate, Indianapolis) and **Natalie Hernandez** (Shareholder, Orange County) to represent the firm and participate in the LCLD's 2021 Pathfinders Program. This program is designed for diverse, high-potential, early career attorneys, for a seven-month professional

development program focused on foundational leadership and relationship-building.



At Ogletree Deakins, the commitment and energy to diversity, equity, and inclusion is there and I'm excited to see how we will continue to grow.

People need to feel valued here to have the benefit of diversity. It's not about just increasing the headcount. We realize that it makes us smart if we have diverse and valued people working with us and for our clients. When we have supported lawyers, we have better supported clients.

— **Margaret (Meg) Holman, Chief Talent Officer**

Awards and Recognition



For the second time, Ogletree Deakins received the Diversity & Flexibility Alliance's Tipping the Scales Award. Sixty-seven firms were recognized for having 50 percent or more women in their 2021 U.S.-based new partner classes.



Ogletree Deakins was named as a member firm of the inaugural Bloomberg Law Diversity, Equity, and Inclusion Framework. This Framework is a listing of law firms that meet or exceed an established threshold of diversity, equity, and inclusion in their firm.



For the third year in a row, Ogletree Deakins was awarded the 2021 Compass Award by the Leadership Council on Legal Diversity (LCLD). The Compass Award recognizes those members who personally attend the LCLD Annual Meeting and participate in the Fellows and Pathfinder programs, as well as at least one pipeline program (Mentoring or 1L Scholars).



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



For the fifth time, Ogletree Deakins was recognized as one of the "Best Law Firms for Women" by Seramount, formerly Working Mother Media. Ogletree Deakins was among the 50 firms that earned spots on this year's list.



For the fifth year in a row, Ogletree Deakins earned a perfect score of 100 on the Human Rights Campaign (HRC) Corporate Equality Index (CEI). CEI is a benchmarking tool created by HRC that focuses on corporate policies and practices that relate to LGBTQ+ employees.

Alliances, Sponsorships, and Memberships

Ogletree Deakins is committed to diversity, equity, and inclusion not only within our firm, but also within the communities in which we live and serve. We partner with various organizations invested in developing and maintaining a diverse workforce and inclusive society.

- American Public Square
- Association of Corporate Counsel Foundation
- Association of Law Firm Diversity Professionals
- California Minority Counsel Program
- Charting Your Own Course
- Corporate Counsel Women of Color
- Diversity & Flexibility Alliance
- Hispanic National Bar Association
- Human Rights Campaign
- Institute for Inclusion in the Legal Profession
- Kansas City Metropolitan Bar Association
- Leadership Council on Legal Diversity
- Minority Corporate Counsel Association
- National Asian Pacific American Bar Association
- National Association of Women Lawyers
- National Bar Association
- National Employment Law Council
- National LGBTQ+ Bar Association
- Seramount
- South Asian Bar Association of North America
- Women in Law & Leadership
- United WE
- Women in Law Empowerment Forum (WILEF)
- Women, Influence & Power in Law, U.S. and U.K.

Diversity and Inclusion Steering Committee



MATT KEEN

Managing Shareholder
Raleigh



LIA DORSEY

Chief Diversity, Equity, and
Inclusion Officer
Washington, D.C.



RODOLFO (FITO) AGRAZ

Shareholder
Dallas



ANDRÉ B. CALDWELL

Shareholder
Oklahoma City



MICHAEL CLARKSON

Shareholder
Boston



ASHLEY PRICKETT CUTTINO

Shareholder
Greenville



ELIZABETH A. FALCONE

Shareholder
Portland



NICOLE HARRIS

Senior Diversity, Equity, &
Inclusion Coordinator
Kansas City



MEG HOLMAN

Chief Talent Officer
Atlanta



SIMON MCMENEMY

Office Managing Shareholder
London



ADAM PANKRATZ

Shareholder
Seattle



TRINA RICKETTS

Shareholder
Kansas City



MARCIA STOKES

Director of Learning &
Employee Development
Atlanta



CAROLINE TANG

Shareholder
Austin



ELLEN TOTH

Shareholder
Cleveland



VINCE VERDE

Shareholder
Orange County

Diversity, Equity, and Inclusion Ambassadors



Atlanta
Deepa N. Subramanian
Shareholder



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Andre Appel
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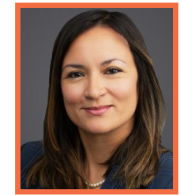
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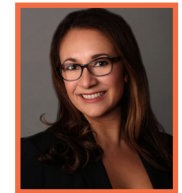
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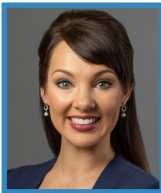
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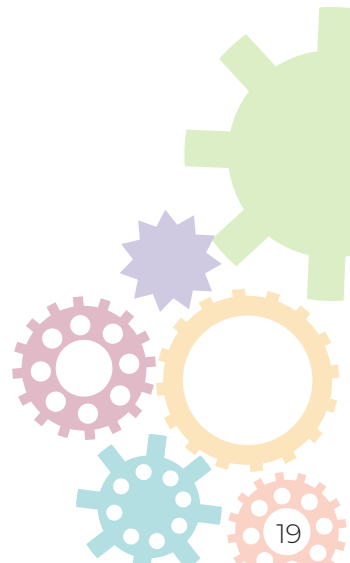


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Lisa C. Hamasaki
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