

Inclusion & Culture

2023 ANNUAL REPORT



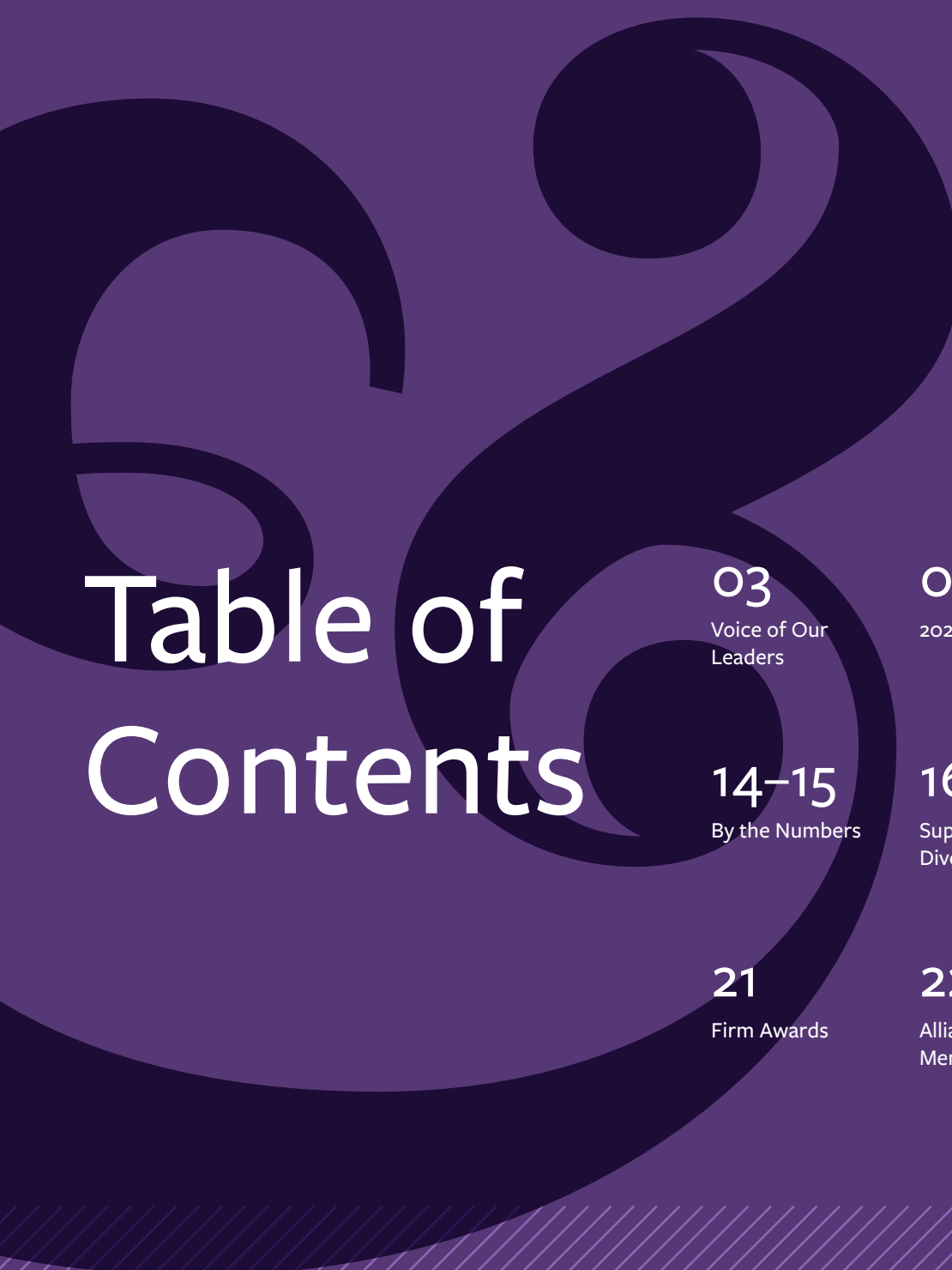
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Voice of Our Leaders



C. Matthew Keen

As my tenure as Managing Shareholder comes to a close, I reflect with immense pride on the strides our firm has made in diversity, equity, and inclusion (DEI) over the past eight years. I commend the dedication of the entire Ogletree team in championing DEI at every level of our firm. As I pass the torch to our first woman Managing Shareholder, Liz Washko, I look forward to witnessing the continued evolution and success of our DEI initiatives under her leadership. Her vision and dedication will undoubtedly propel us to new heights within the legal industry.



Liz Washko

As I embark on my first term as Ogletree's new Managing Shareholder, I am focused on continuing to champion DEI at the firm. DEI is one of the firm's core values because we understand that our diversity makes us stronger and our commitment to equity and inclusion for all creates an environment that enables the firm as a whole and each person individually to be more successful.

I am looking forward to working with our attorneys and business professionals to make sure that we understand what each person needs to be successful in ways that are meaningful to them and align with the firm's objectives.



Lia Dorsey

As Ogletree's Chief Diversity, Equity, and Inclusion Officer, I am immensely proud of what our DEI team accomplished in 2023. From fostering a more inclusive workplace culture with our expanded affinity groups to implementing impactful celebrations for our cultural heritage and history months, our collective efforts have resulted in courageous conversations, tangible progress, and positive change. This report highlights the progress the firm made in 2023 and how we continued to engage our stakeholders to make DEI

a priority. As we reflect on our achievements, I am filled with gratitude for the dedication and commitment of every member of the Ogletree team, which was led by outgoing Managing Shareholder Matt Keen. I am excited about the opportunities that lie before us with our incoming Managing Shareholder, Liz Washko. Together, we will continue to push boundaries, break down barriers, and strive for even greater equity and inclusion in the years to come.

New Shareholders

MEET OUR NEWLY ELECTED DIVERSE SHAREHOLDERS OF 2023



Melis Atalay



Aimee Parsons



Lara Peppard



Lori Winland



Luther Wright, Jr.



Kara Lancaster



Ann Cauble



Marissa Cwik



Fauzia Amlani



Sarah Kadel



Sarah Hale



Justin Tarka



“Elevation to shareholder signifies that my hard work, dedication, and legal acumen have been recognized and valued, despite the challenges often faced by underrepresented groups in our profession. This achievement is not only a personal milestone of immense importance in my career, but also a testament to the firm’s commitment to fostering an inclusive and equitable environment where diverse perspectives are embraced.”

Fauzia Amlani

Honors & Recognition



Liz Washko

Liz Washko was elected as the firm's Managing Shareholder-Elect and was featured in Law360's article "State Equal Pay Laws Will Alter Litigation Landscape."

Ashley Cuttino, Monique Gougisha Doucette, Kristina Holmstrom, Caren Marlowe, Diana Nehro, Christine Bestor Townsend, Eva Turner, Carson Burnham, Ignacio Garcia, and Jimmy Robinson, Jr., were named in Thomson Reuters' "Stand-out Lawyers."



Elizabeth Ebanks

Elizabeth Ebanks was recognized as part of *Virginia Lawyers Weekly's* 2023 class of Influential Women of Law.



Ashley Cuttino



Monique Gougisha
Doucette



Kristina Holmstrom



Alicia Roberts
Johnson

Alicia Roberts Johnson was chair of the 2023 Virginia State Bar Diversity Conference. She also wrote the article, "Juneteenth and Why We Commemorate the Official End of Slavery in the United States" in *Virginia Lawyer*.



Christine Bestor
Townsend



Caren Marlowe



Diana Nehro



Karen Tynan

Karen Tynan was elected President of the California Board of Pilot Commissioners for the Bays of San Francisco, San Pablo, and Suisun.



Ignacio Garcia



Eva Turner



Carson Burnham



Lia Dorsey

Lia Dorsey was selected to serve on the Diversity Lab's Advisory Council.



Jimmy
Robinson, Jr.

AWARDS & RECOGNITION | CONTINUED



Mami Kato

Mami Kato was elected to serve as Secretary of the State Bar of Michigan Labor and Employment Executive Board.



Monique Gougisha
Doucette

Monique Gougisha Doucette was featured as one of *Biz New Orleans'* New Orleans 500 and was recognized as a 2023 Leadership in Law honoree by *New Orleans CityBusiness*.



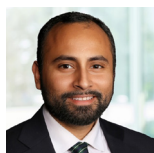
Merl Code

Merl Code received an honorary doctorate from Furman University during its annual Joseph Vaughn Day celebration.



Nancy Shalhub

Nancy Shalhub was named to the National Association of Women Lawyers' 2023 Rising list.



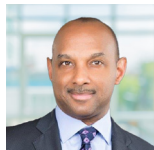
Andrés Jiménez-
Franck

Andrés Jiménez-Franck received the Graduates of the Last Decade Impact award from the University of Connecticut Law School Alumni Association.



Dr. Ulrike Conradi

Dr. Ulrike Conradi was featured in "Federal Labour Court Ruling an Equal Pay Warning to German Employers" in the *International Employment Lawyer*.



Paul Lancaster
Adams

Paul Lancaster Adams was featured in *Lawdragon's* 500 Leading Lawyers in America.



Kelly Cardin

Kelly Cardin was quoted in the *HR Dive: Human Resources and Workforce Management News* article "State, Local Laws to Drive Compliance Trends in 2023."



Luther Wright, Jr.

Luther Wright, Jr., was selected as one of the Best of the Bar by *Nashville Business Journal* and was featured in its article, "The Boss: Luther Wright, Jr. Lives Life With a Positive Energy."



Cynthia Bremer

Cynthia Bremer was appointed as a member of the Federal Bar Association's Diversity and Inclusion Committee.



Ivan Sim

Ivan Sim was promoted to Chief Administrative Officer.



Ashley Cuttino

Ashley Cuttino was named one of Greenville's 50 Most Influential in *Greenville Business Magazine*.

AWARDS & RECOGNITION | CONTINUED



Anne Larson

Anne Larson was recognized in *Crain's Chicago Business*' Notable Litigators and Trial Attorneys feature.



Cécile Martin

Cécile Martin was ranked in the 2023 *Chambers and Partners Europe Legal Guide* in the France Employment category.



Letty Aguilar

Letty Aguilar was selected as a Fellow in the San Antonio Bar Association Fellows Program.



Melissa Bailey

Melissa Bailey was recognized as one of BTI Consulting Group's BTI Client Service All-Stars.



Amanda Quan

Amanda Quan was selected for the inaugural Wonderful Women list by *Lawyers of Color*.



Jake Kanyusik

Jake Kanyusik was honored as one of Colorado LGBTQ Chamber of Commerce's 40 Under 40 Business Leaders.



Erin Williams

Erin Williams was named on the Up & Coming list by *Missouri Lawyers Media*.



Natalie L. McEwan

Natalie L. McEwan was named as one of *Best Lawyers' Ones to Watch*.



Nicholas Marfori

Nicholas Marfori was inducted into the Board of Governors for the Philippine American Bar Association.



Trina Ricketts

Trina Ricketts was named on the POWER list of *Missouri Lawyers Media*.



M. Tae Phillips

M. Tae Phillips was elected as Southeast Regional Governor of the National Asian Pacific American Bar Association (NAPABA).



Lucie Guimond



Kathryn Bird

Lucie Guimond and **Kathryn Bird** were recognized as 2023 *Canadian Legal Lexpert Directory* Leading Practitioners.

Newly Appointed Leaders

MEET OUR DIVERSE PRACTICE GROUP LEADERS APPOINTED IN 2023



Daniella McGuigan



Simone Francis



Dr. Ulrike Conradi



M. Tae Phillips



Cynthia Bremer



*Christine Bestor
Townsend*



“In 2023, Ogletree launched an Environmental, Social, and Governance (ESG) Practice Group to assist our clients manage the unique and difficult challenges of developing and complying with ESG initiatives while minimizing the potential for audits, shareholder demands, litigation, and other adverse reputational outcomes. Co-chairing this practice group has provided a unique opportunity to bring together the insights of an interdisciplinary team of attorneys who handle pay equity, executive compensation, diversity and inclusion, and traditional labor matters. More importantly, the Practice Group is one of many examples of how the rich diversity of backgrounds, perspectives, experience, and expertise at Ogletree provides a foundation for delivering on our pledge to provide our clients with business-oriented guidance and to offer timely information regarding developments relevant to their operations.”

Simone Francis

MEET OUR DIVERSE OFFICE MANAGING SHAREHOLDERS APPOINTED IN 2023



Michael Mitchell



Adam Pankratz



Amanda Quan



Luther Wright, Jr.

Scholarships & Awards

ODBAR SCHOLARSHIP

ODBAR created a \$7,500 scholarship for a deserving law student in good academic standing at an institution with a duly registered National Black Law Students Association chapter. Lahi Abdi, a New York University law student, was the recipient of the inaugural scholarship. Lahi is treasurer of the First Generation Professionals student group and is also a staff editor for the *Journal of International Law and Politics*, a student-run online publication.



“Receiving the inaugural ODBAR scholarship has lifted a heavy weight from my shoulders. Law school has been intellectually stimulating and wonderful — but living in New York City can be very costly. I’m incredibly grateful that Ogletree Deakins has given me the privilege to worry less about money and focus on what really matters.”

Lahi Abdi
2023 Award Recipient



DAVID E. JONES AWARD

“Winning the David E. Jones DEI Award has been one of the most profound honors of my life. I had the opportunity to speak to David Jones only a few times after joining Ogletree. However, in those brief conversations, I was able to see and feel why he will always be an important part of Ogletree’s history. I am so humbled to have my name linked to his through this award.”

Luther Wright, Jr.
2023 Awardee

Celebrations



BLACK HISTORY MONTH

In honor of the Black History Month 2023 theme of “Black Resistance,” we hosted a panel to discuss the legacy of David E. Jones, Ogletree’s first Black Shareholder and a pioneer in the legal field.



WOMEN’S HISTORY MONTH

To mark Women’s History Month, we hosted a webinar featuring a speaker from the International Justice Mission, a global organization whose mission is to protect vulnerable people from violence, trafficking, slavery, and police brutality.



AANHPI HERITAGE MONTH

To celebrate Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Heritage Month, the firm hosted an unconscious bias training session featuring renowned diversity and inclusion professional Farzana Nayani.



PRIDE MONTH

To celebrate Pride Month, the firm participated in The Trevor Project’s 52-Mile Pride Ride Challenge. The Trevor Project is a leading national organization providing crisis intervention and suicide prevention services to LGBTQ+ young people.



HISPANIC HERITAGE MONTH

In honor of Hispanic Heritage Month, the firm had a fireside chat with Ogletree Of Counsel Charles Gonzalez. The discussion covered Charles’ extensive background as a Member of Congress and judge, his experience as a mentor and mentee, and lessons from his work building a more representative legal profession.



NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

In honor of National Disability Employment Awareness Month, the firm hosted Haley Moss, a lawyer and neurodiversity expert to discuss best practices for supporting neurodivergent employees working in law.

CELEBRATIONS | CONTINUED



ODBAR BBQ

ODBAR hosted its annual BBQ at the Lounge in Philadelphia. This event provided opportunities for client and business development, relationship building, and an increased visibility of the firm in the region. During the event, the inaugural ODBAR Scholarship was presented to NYU School of Law student Lahi Abdi.



MID-AUTUMN FESTIVAL

During the Mid-Autumn Festival in September, our Asian American lawyers distributed hundreds of mooncakes for attendees to enjoy in celebration of the culturally significant holiday.

Affinity Groups

Our affinity groups serve as vehicles to recruit, develop, retain, and advance members through mentorship, professional and business development, networking, and community service. Our affinity groups foster an environment of inclusion and belonging and enable members to celebrate culture and community. The members are given opportunities to attend conferences

and programs to support their development through partnerships the firm has with local and national bar associations and other legal associations with the identified goal of advancing diversity in the legal profession. We also have established affinity group mentoring programs to further support and engage members.



For Asian American, Native Hawaiian, Pacific Islander attorneys and allies.



M. Tae Phillips



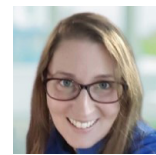
Amanda Quan



For attorneys and staff with disabilities or who are neurodivergent and allies.



Kate Trinkle



Kelly Kishel



For Latino/Hispanic attorneys and allies.



Rodolfo (Fito) Agraz



Norma Manjarrez



“Co-leading OD Able has been a meaningful opportunity for me to break from the billable hour and support other neurodivergent/disabled attorneys and professional staff within the firm. As an affinity group, we work hard to provide an engaging forum for neurodivergent/disabled employees or employees who care for neurodivergent/disabled loved ones to discuss unique challenges, to develop a strong network of support for one another, and to destigmatize disability and neurodiversity in the workplace.”

Kate Trinkle

AFFINITY GROUPS | CONTINUED



For Lesbian, Gay, Bisexual, Transgender, and Queer attorneys and allies.



For Black and African-American attorneys and allies.



Adam Pankratz



Fauzia Amlani



Brandon Shelton



Luther Wright, Jr.



For all families and allies.



For attorneys and staff who are veterans or military spouses and family members and allies.



Kelly Hughes



Mark Burak



Amy Quick Glenos



Michael Oliver
Eckard



Edward Fisher



For women attorneys and allies.



Jennifer Colvin



Elizabeth Falcone

By the Numbers



60%

of our associates,
counsel, and of
counsel are women



74%

of our associates,
counsel, and of
counsel are diverse



36%

of our shareholders
are women



48%

of our shareholders
are diverse



55%

of the members of our
board of directors are
diverse



37%

of leadership
are women



37%

of our office managing
shareholders are women



51%

of our office managing
shareholders are diverse



51%

of our attorneys
are women



64%

of our attorneys are diverse



45%

of leadership
are diverse



43%

of our Chief Officers
are diverse

Supporting Our Diverse Talent

RECRUITMENT & PIPELINE

Our recruiting practices are multidimensional and incorporate establishing relationships with various organizations and educational institutions. To build a pipeline of qualified candidates, we partnered with diverse local and national bar associations, participated in pipeline programs such as the Leadership Council on Legal Diversity's 1L Scholars Program, and attended several job fairs, including the National LGBTQ+ Bar Association's

Lavender Law Career Fair, the NAPABA Convention and Career Fair, and the Southeastern Minority Job Fair. We also participated in several local diversity recruiting programs, including the Twin Cities Diversity in Practice Clerkship Program, Sacramento County Bar Association Diversity Fellowship, and San Diego County Bar Diversity Program.

50%

of our summer
associates were diverse

31%

of our associate
hires were diverse

8%

of our shareholder
hires were diverse



“Ogletree is committed to attracting a talented, passionate, and dynamic workforce that elevates our firm's success and brand. DEI is an integral part of that brand that every employee has a stake in. Since 2020, the firm has doubled the size of its summer associate class, and in 2023, 50% of the class were from groups historically underrepresented in law firms. That kind of progress comes from deliberate, strategic investment in creating a pipeline of diverse talent. With the firm's Mansfield Certification, our consistently excellent Seramount Survey rankings, and active participation in several pipeline programs year over year, we are continuing to build a brand that sets us apart in the marketplace and we can all be very proud of.”

Erika Heyder-Seeley

DEVELOPMENT, RETENTION, & ADVANCEMENT

Professional development and retention is a priority for the firm. We want to ensure that our stakeholders have the opportunity to grow professionally and develop the viable skills that lead to success and, most importantly, directly benefit our clients.

Our ODWIN Sponsorship Program provides tools and opportunities for non-equity shareholders who are members of ODWIN to help them advance to equity shareholder status. The participants are paired with equity shareholders and gain support, exposure, and career guidance.

ODWIN mentoring circles are designed to bring together small groups of professionals with varying levels of experience. These groups discuss important topics such as professional development, work-life balance, business development opportunities, and career goals. By connecting members and allowing them to support and learn from each other, the mentoring circles provide a unique opportunity for personal and professional growth.



Chris Reilly
Fellows Academy Program



Debora Medina
Leadership Program



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY



Amy Dalal
Fellows Program



Omar Aniff
Pathfinder Program



Jaslyn Johnson
Pathfinder Program



Jennifer Monrose
Moore
Leadership Program



Whitney Brownlow
Leadership Program



Paloma Peracchio
Leadership Program



Pro Bono & Corporate Social Responsibility



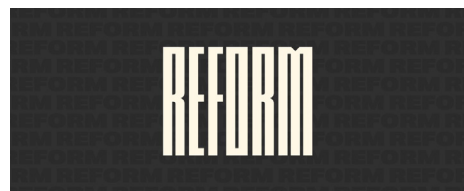
Ogletree Deakins ACT (Act, Change, and Transform) is a firm-wide equal justice task force. ODACT takes concrete actions to eradicate racial and social inequities within our firm, the legal profession, and our communities. Our efforts focus on voter education and access, criminal justice reform, local office initiatives, client collaboration, and internal policies and processes.



Ogletree presented the [Homer Deakins Service Award](#) to Chris and Julianne North, the founders of Build A Miracle, a San Diego-based nonprofit organization that builds homes and provides educational opportunities for families and communities in need in Tijuana, Mexico. The firm also donated \$40,000 to the nonprofit in their honor.



Ogletree provided pro bono services to the [Aleph Institute](#), which is dedicated to assisting and caring for the well-being of members of specific populations that are isolated from the regular community, including U.S. military personnel, prisoners, and people institutionalized or at risk of incarceration due to mental illness or addictions.



Ogletree handled pro bono matters for [Reform Alliance](#), an organization that aims to transform probation and parole by changing laws, systems, and culture to create real pathways to work and well-being.



A Brush with Kindness is an extraordinarily impactful program that provides exterior painting to homes in neighborhoods where Habitat for Humanity builds. The program was first developed to update older Habitat homes. It was then expanded to include other long-standing homeowners in rapidly changing neighborhoods who may not be able to afford home maintenance projects on a fixed income. Ogletree Deakins' Atlanta office partnered with Habitat for Humanity to sponsor and provide the labor to repaint the entire exterior of a house for a Habitat homeowner in Atlanta's Vine City neighborhood.



Ogletree partnered with national nonprofit organization **Foster Love** (formally known as Together We Rise) for a charity event in Dallas. Together, our office managing shareholders assembled bicycles to donate to Presbyterian Children's Home and Services, a local organization that provides foster care and support services. Additionally, ODACT and the Technology Practice Group partnered on a fundraiser drive for Foster Love's College Tech Packs program. The firm raised more than \$17,000 to support the technology needs of approximately 90 high school and college-aged foster youth across the country in time for the holidays.



In honor of Pride Month, the firm raised nearly \$23,000 for **The Trevor Project**, the leading suicide prevention and crisis intervention nonprofit organization for LGBTQ+ young people.



Ogletree raised nearly \$12,000 for the **International Justice Mission** in honor of Women's History Month.



Ogletree donated funds to **Stop AAPI Hate** in honor of Asian American, Native Hawaiian, and Pacific Islander Heritage Month.



Our attorneys and business professionals participated in the firm's annual David E. Jones 5K race in honor of the firm's first Black shareholder.



**American
Heart
Association®**

The firm participated in the Lawyers Have Heart 10K, 5K, and Fun Walk and raised funds for the American Heart Association's important work.



Our Pittsburgh office volunteered at the Pittsburgh Legal Diversity & Inclusion Coalition's career day at University Preparatory School and helped students who are interested in careers in law hone their debate skills.

Firm Awards



Ogletree is a **Mansfield Certified** law firm.



Ogletree 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.



Ogletree Deakins was named a **2023 “Tipping the Scales”** firm by the Diversity & Flexibility Alliance in its annual New Partner Report. The firm is one of 78 law firms recognized for having 50 percent or more women in their 2023 new partner class.



For the seventh time, Ogletree Deakins was recognized as one of the **“Best Law Firms for Women and Diversity”** by Seramount. Ogletree Deakins was among the 50 firms that earned spots on this year’s list.



Ogletree Deakins Belfast Centre achieved the **Bronze Diversity Mark** for our commitment to Diversity and Inclusion.



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



Ogletree Deakins was ranked as a **A Top Firm for Diversity** by *The American Lawyer*.



Alliances & Memberships

ABA Scholarship Fund	Minority Corporate Counsel Association
Armenian Bar Association	National Asian Pacific American Bar Association
Association of Corporate Counsel Foundation	National Association for Law Placement
Association of Law Firm Diversity Professionals	National Association of Women Lawyers
Atlanta Pride Parade	National Bar Association
California Minority Counsel Program	National Bar Association Commercial Law Section
Charting Your Own Course	National Bar Association Labor & Employment Section
Clark County Bar Association	National Employment Law Council
Connecticut Hispanic Bar Association	National LGBTQ+ Bar Association
Corporate Counsel Women of Color	New Jersey Women Lawyers Association
Dallas Hispanic Law Foundation	New Orleans Regional Black Chamber of Commerce
DirectWomen	OKC Pride Alliance
Diversity & Flexibility Alliance	Oklahoma Access to Justice Foundation
Diversity Lab	Other Options OKC Food Pantry
Diversity Mark	Philippine American Bar Association
Equal Justice Initiative	Pittsburgh Legal Diversity & Inclusion Coalition
Gate City Bar Association	Pro Bono Partnership of Atlanta
Georgia Asian Pacific American Bar Association	South Asian Bar Association
Georgia Association of Black Women Attorneys	South Carolina Women Lawyers Association
Georgia Asylum and Immigration Network	Seramount
Greenville Chamber of Commerce	SHRM National
Hispanic Lawyers Association of Illinois	South Asian Bar Association of North America
Hispanic National Bar Association	South Carolina Chamber of Commerce
Human Rights Campaign	Thurgood Marshall Bar Association
Institute for Women's Leadership at Marquette University	Thurgood Marshall College Fund
Korean-American Bar Association of Georgia	Twin Cities Diversity in Practice
Lawyers' Committee for Civil Rights	University of Tulsa Diversity Day
Leadership Council on Legal Diversity	Urban League of Louisiana
Louisiana State Bar Diversity Conclave	Urban League of Oklahoma
Massachusetts Black Lawyers Association	Urban League of the Upstate
Massachusetts Black Women Attorneys	Vera Institute of Justice
Minnesota Asian Pacific Bar Association Gala	Wisconsin LGBT Chamber of Commerce
Minnesota Association of Black Lawyers	Women in Law Empowerment Forum
Minnesota Jewish Federation	Women, Influence & Power in Law, U.S.
Minnesota Lavender Bar Association	Women's Bar Association of Massachusetts
Minnesota Women Lawyers	





Ogletree Deakins

For more information about the firm's diversity, equity, and inclusion efforts, or more copies of this report, please feel free to contact Lia Dorsey, Chief Diversity, Equity, and Inclusion Officer, at lia.dorsey@ogletree.com.

