



*Prepared
for:*

Diversity & Inclusivity Information

JULY 19, 2021

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An aerial photograph of a dense forest with a small, dark pond in the center. A small boat is visible on the pond. The trees are in various shades of green, yellow, and orange, suggesting autumn. The text 'LAW ELEVATED' is visible in the bottom left corner of the image.

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Inclusivity & Diversity

Butler Snow has established a broad diversity program/initiative aimed at increasing diversity and inclusion within the firm. Our commitment to diversity is fundamental to our success. We genuinely believe we can better serve our clients and provide better strategic judgment and representation through diverse views.

First, we have factored accountability for diversity and inclusion efforts into compensation evaluation at all levels. The core competency model for associate review includes a diversity and inclusion component, as do the multi-factor criteria for partner evaluations. Practice Group Leaders are evaluated by the Practice Management Partner and Firm Chair, in part, on their efforts and success in increasing diversity and inclusion within their groups.

An aerial photograph of a dense forest with vibrant autumn foliage in shades of green, yellow, orange, and red. A small, dark pond is nestled within the trees, with a tiny boat visible on its surface. The text 'LAW ELEVATED' is printed in white at the bottom left of the image.

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Second, we have infused accountability mechanisms throughout the firm structure. The Chair of our Inclusivity Committee is invited to all regular Executive Committee meetings, which provides the opportunity for periodic and regular updates to firm leadership on diversity and inclusivity. Also, the Chair of the Inclusivity Committee participates in all Practice Group Leader meetings. At least one member of the Inclusivity Committee serves on the Associate Review Committee as well. The foregoing structure provides for regular dialogue, updates, and assessments on the firm's efforts on diversity and inclusivity. The firm's strategic plan mandates annual reporting to the Executive Committee from the Inclusivity Committee, the Practice Management Partner, the Associate Review Committee and the Recruiting Committee. The strategic plan also requires the firm's Chair to report to the partnership at year-end on the firm's efforts and progress on diversity and inclusivity. In sum, the year-end review includes an overall evaluation of our efforts and progress on diversity and inclusivity, including the consideration of any necessary improvements.

Third, our firm leadership/management demographics bear out our commitment to diversity: Executive Committee (9 partners, 55% diverse/female, including three People of Color who hold elected positions); Practice Management (12 partners, 50% diverse/female); Equity Committee (9 partners, 44% diverse/female); and Associate Review Committee (16 partners, 44% diverse/female).

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The following information outlines some of the actions and measures undertaken by the firm's Inclusivity Committee, which provides focused thought leadership and a network of support for all attorneys.

1. Among other things, the Inclusivity Committee is tasked with identifying appropriate diversity metrics and maintaining a dashboard to measure progress, determining the need for resources; interfacing with the recruiting committee; facilitating dialogue among small groups; and working with Practice Group Leaders on the reporting requirements related to diversity initiatives outlined in our strategic plan. It interfaces with the firm's Recruiting Committee and recommends ways to diversify our candidate pool and improve recruiting methods. It likewise serves as an additional support and "safe space" resource for attorneys encountering problems or challenges within or outside the firm.

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2. Butler Snow has partnered with State Farm on the BARBRI Law Preview Diversity Scholarship Program to provide support to a program that seeks to invest in the educational and professional development of a diverse group of incoming law students.
3. In July 2020, Butler Snow joined the Law Firm Antiracism Alliance, a collaboration aimed to identify and dismantle structural or systemic racism in the law.
4. Butler Snow is proud to be a Law Firm Affiliate of the Minority Corporate Counsel Association and a member of the Leadership Council on Legal Diversity, as well as one of only three law firms worldwide selected as an inaugural recipient of the prestigious AT&T Legal Department Diversity and Inclusion Award.
5. We are creating a minority-owned business accelerator to assist minority-owned, women-owned or other protected class-owned businesses within our footprint with initial formation. (This may include assistance with networking, funding sources and/or mentorship, etc.).
6. We continue our participation in the Leadership Council on Legal Diversity's Fellows Program and 1L Scholars Program.



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7. The firm's Women's Initiative seeks to further minimize any barriers that might impede the development and advancement of women at Butler Snow. It provides opportunities such as networking and mentoring programs and increased internal communication channels to champion the work and professional accomplishments of our female attorneys and professionals.
8. We partner with or sponsor many diversity-related organizations, including 100 Black Men of Middle Tennessee, Inc., National Bar Association, Magnolia Bar Association, Latin American Educational Foundation, Minority Business Council, Facing History and Ourselves, National Organization for Women, Habitat for Humanity's Women Build, Napier-Looby Bar Association, Urban League of Middle Tennessee, Center for Legal Inclusiveness, Association of Women Attorneys, African American Mayor's Association, and the Texas Minority Counsel Program, among others.
9. We have engaged the services of Dr. Gregory Vincent, a thought leader in diversity, equity, and inclusion. Dr. Vincent currently serves as Professor, and Executive Director of the Education and Civil Rights Initiative and Program Chair of the Ph.D. Senior Diversity Officer Specialization at the University of Kentucky. He also serves as the CEO of Vincent Strategies, a global diversity, equity, and inclusion consulting firm. Dr. Vincent is currently working closely with Butler Snow over a two-year period to further develop our diversity, equity, and inclusivity initiatives and strategies.
10. Butler Snow is also in the process of gaining the Mansfield Rule certification.