



We champion the visionaries.®

Our philosophy is that inclusion is not about asking people to fit in, it's about creating a space where everyone belongs.

Diversity and inclusion are essential components of Shook, Hardy and Bacon's vision statement—"a diverse environment where everyone is respected, feels appreciated and experiences fulfillment and enjoyment through meaningful contributions" is at the core of who we are as a firm.

SHB.COM

By the Numbers

492

TOTAL SHOOK ATTORNEYS

203

TOTAL SHOOK WOMEN ATTORNEYS

16

OFFICE LOCATIONS IN THE U.S. AND UK

SHOOK ATTORNEYS IN HIGHEST GOVERNANCE COMMITTEE

45%

WOMEN

36%

MINORITY AND LGBTQ+

41%

WOMEN ATTORNEYS

35%*

16%

TOTAL MINORITY AND LGBTQ+ ATTORNEYS

16%*

SHOOK

U.S. AVERAGE*

Partners

31% Women 10% Minority

Associates

49% Women 24% Minority

SHOOK
HARDY & BACON

*National Association for Law Placement (NALP) 2019 Report on Diversity

SHOOK

Attorneys of Color

Shook strives to create unique programming that assists in the engagement and advancement of all attorneys and to take the steps necessary to reach our ultimate goal of creating and maintaining an inclusive environment.

We use diversity and inclusion efforts that are innovative, timely and effective to help us achieve our goals.



SUCCESSION PLANNING

PROACTIVE INDIVIDUAL ENGAGEMENT AND COUNSELING

PARTNER/ASSOCIATE NETWORKING DINNERS

ABA'S JUDICIAL INTERN OPPORTUNITY PROGRAM (JIOP)

NATIONAL MINORITY BAR ASSOCIATION MEMBERSHIPS

CORPORATE COUNSEL WOMEN OF COLOR CONFERENCE

BEST PRACTICES

Advancing and supporting LGBTQ+ initiatives across Shook

- HUMAN RIGHTS CAMPAIGN (HRC) CORPORATE EQUALITY INDEX (100% SINCE 2009)
- PRIDE CELEBRATIONS
- AIDS SERVICE FOUNDATION
- CENTER FOR LEGAL INCLUSIVENESS (CLI)
- MID-AMERICA LGBT CHAMBER OF COMMERCE (MALGBTCC)
- NATIONAL CENTER FOR TRANSGENDER EQUALITY
- AIDS LEGAL REFERRAL PANEL
- LGBTQ+ NATIONAL BAR ASSOCIATIONS
- BAY AREA LAWYERS FOR INDIVIDUAL FREEDOM (BALIF)
- PRO BONO LGBTQ+ EFFORTS
- PROJECT EQUALITY
- AFFIRMATION PROJECT

Best Practices



Shook women partners serve as catalysts for programs targeting the unique challenges facing women practitioners.

Our Women's Management Council (WMC) is committed to helping women develop the necessary legal skills, mentoring relationships and marketing opportunities to support their promotion into partnership. The WMC holds seminars for women associates to discuss the challenges of work/life integration, leadership opportunities and diversity in the legal profession. It also provides forums to network with successful women attorneys and judges in the greater legal community.

We created a Junior Women's Management Council (JWMC) to support our women associates in their earlier years of practice. In 2019, JWMC created the Diversity Sponsor Award, which recognizes an attorney who mentors women and diverse attorneys by providing opportunities for growth, leadership, advancement and visibility.

WOMEN'S LEADERSHIP EDGE WEBINARS

WOMEN IN THE LAW SEMINARS

DIVERSITY LAB HACKATHON

CONFERENCES SPECIFIC TO WOMEN

#10



The Honorable Jon Gray Lawyers Leadership Academy

Championing the next generation of diverse trial attorneys.

This program aims to enhance the long-term advancement and retention of minority lawyers by providing them access and tools to become successful Shook partners. The 18-month leadership development experience includes mentoring, skill-building and client-facing opportunities to create top minority legal leaders for generations to come.

LEARN MORE
shb.law/Leadership-Academy

SELECTED
Accolades



WOMEN IN LAW EMPOWERMENT FORUM
Gold Standard Certification
2011-2020



WORKING MOTHER MAGAZINE
Best Law Firms for Women
2008, 2009, 2011, 2013, 2014, 2016-2020



LEADERSHIP COUNCIL ON LEGAL DIVERSITY
Compass Award
2019



HUMAN RIGHTS CAMPAIGN
Best Places to Work for LGBTQ Equality
100% Corporate Equality Index
2009-2021



THE COCA-COLA COMPANY
General Counsel Diversity Advancement Award
2017



MCCA
Vashon Award for Diversity Innovation
2018



THE COCA-COLA COMPANY
Living the Values Award
2008, 2013, 2015



MEMBERSHIPS

Employee Resource Groups (ERGs)

In 2019, Shook launched a pilot LGBTQ+ ERG for attorneys and professional staff. With the overwhelming success of this program, in 2020, we launched four additional firmwide ERGs for Black/African Americans, Asians, LatinX, and Veterans. The mission of the ERGs is to promote an inclusive community and environment for these groups and their allies, share their commonalities, develop ideas which will increase awareness and foster inclusiveness including recruiting and professional development opportunities, and enjoy open dialogues in safe and respectful settings.

Shook Scholars Institute: A Diversity Fellowship Program

The Shook Scholars Institute is an innovative diversity and inclusion development program with concentration in the areas of litigation and trial skills, inclusive leadership development and career success strategies. This three-day intensive

program is designed to give law students the rare opportunity to learn from a litigation powerhouse in an interactive, small group setting led by Shook's attorneys.

Diversity Advocate Program

In an effort to be inclusive of all of our offices, we recently launched a Shook DandI Advocate role for each of our locations. These roles are filled by attorneys assisting in advancing the Firm's diversity agenda within their respective offices. They serve a number of important functions including: coordinating diversity and inclusion events within the office, overseeing program execution, promoting firm diversity and inclusion initiatives, monitoring and seeking feedback on various diversity and inclusion initiatives and issues, and providing periodic updates to the Diversity and Inclusion Committee.

bit.ly/ShookAttorneysOfColor

bit.ly/ShookWomenAttorneys

Pipeline Efforts



SHOOK SCHOLARS INSTITUTE



THE SHOOK FOUNDATION



OUTREACH TO MINORITY STUDENT ORGANIZATIONS



RESUME AND INTERVIEW WORKSHOPS



HISPANIC NATIONAL BAR ASSOCIATION/MICROSOFT IP LAW INSTITUTE



HIGH SCHOOL PIPELINE PROGRAMS

Action Plan 2021



1 Increase the hiring and retention of minority and LGBTQ+ attorneys by 5%.

- **Increased Hiring:** Shook Scholars Institute, Diversity Scholarship, increased recruiting at law schools with diverse student populations, expanded lateral recruiting efforts and expanded job postings to diverse outlets.
- **Increased Retention:** Enhanced onboarding and integration mechanisms, robust feedback and evaluations, career progression tracking and gaining a better understanding of why attorneys leave and addressing those issues.

2 Intentional focus on minorities and LGBTQ+ attorneys in the leadership pipeline.

- Our formal succession planning program is a critical component of our diversity and inclusion efforts. Shook continually identifies and trains the next generation of leadership and second- and third-chair diverse attorneys, to have diversity at the highest leadership positions and first-chairing significant cases.
- We have continued to increase the women and minorities in our leadership ranks and in 2021, our Executive Committee is composed of 45% women and 27% minorities. Although there is still work to be done, we expect these numbers to continue to grow.
- We intentionally focus on increasing the diversity of client teams, offering our attorneys greater exposure and opportunities for advancement.

3 Enhance client partnerships by creating a Client Diversity Advisory Council.

- We share best practices, review upcoming and important developments, improve communications, increase and expand dialogue, and further engage the client while introducing new attorneys to them.

Our Diversity + Inclusion Committee demonstrates the commitment of our senior leadership.

The committee consists of the Chair of our firm, two Executive Committee members, two Office Managing Partners, five partners/lead committee members, our Chief Human Resources Officer, and our Director of Employee Relations. They all actively serve on task forces working on the firm's diversity and inclusion strategic objectives and action items.

SENIOR LEADERSHIP COMMITMENT

We evaluate our progress and initiatives using a number of avenues, quantitative and qualitative, providing a holistic picture of our initiatives that are complementary to each other in achieving our long-term vision for inclusion.

As a constant, we continue to look at numbers and metrics reflective of results, *e.g.*, hiring, attrition and promotions across the firm at a leadership level. Additionally, we rely on the objectives and outcomes provided in our action plans as a way to track our diversity and inclusion efforts year to year. Leadership and members of the Diversity + Inclusion Committee identify goals on which to focus, and task forces are given mandates and objectives. We gauge our work in subjective and personal ways. We also use attrition as a learning opportunity by conducting exit interviews with all attorneys leaving the firm.

TRACKING + MEASURING EFFORTS



Madeleine McDonough

Firm Chair



John Lewis, Jr.

*Partner and Chair
Diversity + Inclusion
Initiatives*



Lolly Cerda

*Director of Strategic
Diversity Initiatives*
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HARDY & BACON

WE CHAMPION THE VISIONARIES.
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SHOOK

ATLANTA

BOSTON

CHICAGO

DENVER

HOUSTON

KANSAS CITY

LONDON

LOS ANGELES

MIAMI

NEW YORK

ORANGE COUNTY

PHILADELPHIA

SAN FRANCISCO

SEATTLE

TAMPA

WASHINGTON, D.C.



We at Shook recognize and celebrate diverse perspectives.

Hear our visionaries at
shb.com/about/diversity

