



# DIVERSITY, EQUITY & INCLUSION

Annual Report 2024



DIVERSITY  
IS FOR ALL  
BECAUSE...

it fosters  
inclusivity and  
growth

we have all had  
someone reach out  
to us and pull  
us up

it amplifies voices,  
fosters empathy,  
and unlocks  
innovation

when we  
appreciate peoples'  
differences rather  
than fearing those  
differences, we  
broaden and  
enrich our own  
perspectives

at its core,  
we all share a  
common history  
and a common  
vision for the  
future

although every  
person is different,  
we should all be  
treated equally

it enhances  
our perspective  
and better  
connects us to  
the clients we  
serve

it brings  
together different  
viewpoints,  
experiences, and  
thoughts for  
discussion at  
the table

it makes a  
wonderful  
difference

when  
everyone brings  
their unique  
perspectives to the  
table, magic happens,  
and we create a richer,  
more vibrant firm  
together

# Stitching Together the Stories of All



D.L. Morriss  
DEI Partner

In June 2023, the U.S. Supreme Court issued a ruling in the landmark case, *Students For Fair Admissions, Inc. v. Harvard, et al.*, striking down affirmative action as a factor in higher education admissions. Immediately, it was suggested that the "DEI-sky" was falling as waves of lawsuits across the country alleged the straight, white, male was discriminatorily excluded from DEI. But why?

Perhaps over several decades of DEI programs built around traditional Title VII protected categories (e.g., gender, sexual orientation, race, ethnicity, age, disability) it was lost that true "diversity" includes both salient and non-salient factors; that "equity" necessarily requires that opportunities for some be right-sized to ensure opportunity for all; and "inclusion" ensures that everyone has access to opportunities to feel a sense of belonging. So, what now?

Simply stated, it is long past time to debunk the misconception that DEI is for some and not for all. In other words, everyone of every demographic should have an opportunity to enjoy the benefits of DEI. We all live and operate in a mutually dependent ecosystem. Over-representation of any one category does not achieve DEI any more than under-representation. Mindfulness enables us to achieve idyllic DEI goals as we all pause to consider our impact – both positively and negatively – on the world around us (professional and personal networks alike) with the aim to authentically support causes for positive change and proactive inclusion.

Every prior movement for social progress required the support of stakeholders across every level. Now, more than ever, this lesson continues to ring true. DEI is for A L L.

Our annual report this year pays tribute to the late *Faith Ringgold*, a pioneering Black woman artist-activist renowned for her storytelling quilts that interwove art with activism to champion racial justice.

◀ We were inspired to stitch together the thoughts of members of our firm on why Diversity truly is for A L L.

# Our Approach

Hinshaw has a longstanding commitment to ensuring that our firm reflects the diversity of the world in which we practice. We encourage all of our attorneys to develop mindfulness of how they contribute to the ecosystem of life, our respective networks, and the activities they impact directly and indirectly. In turn, we support opportunities for all of our attorneys to participate in organizations and associations that enhance their professional, civic, and cultural development.

Hinshaw's affinity networks help provide a source of internal community, internal cultural education, and external community engagement. These groups engage with the legal and business communities by sponsoring, presenting, and attending events, as well as supporting causes of concern to their respective communities. Encouraging and supporting our attorneys in diversity efforts creates positive business, economic, and social opportunities or initiatives for our firm and the communities we serve.



## Our Three-fold DEI Objectives



### Attorney Development

to help our diverse attorneys become the best legal practitioners in their respective fields of concentration.



### Relationship Building

to establish and foster bonds of trust that make our client, practice, and industry teams stronger and more inclusive.



### Civic Engagement

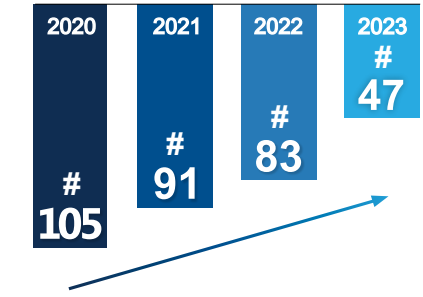
to enable our firm, attorneys, and professional staff to become leaders and agents of change in our respective communities, and to partner with current and prospective clients in unique ways.



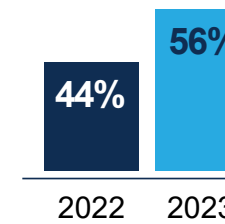
## By the Numbers



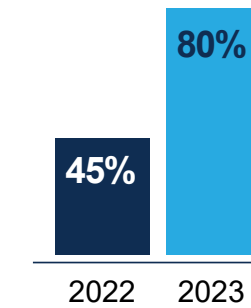
Our ranking in *The American Lawyer* Diversity Scorecard has improved each year for the last four years, and we are committed to moving further up the ranks!



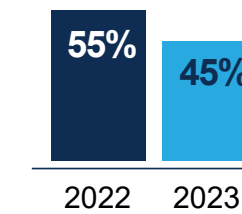
**Management Committee**



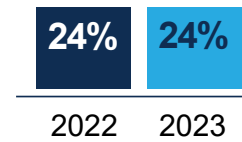
**Equity Promotions**



**Office Leadership**



**Practice Group Leadership**



For more data, please see our submission in response to the 2023 ABA Model Diversity Survey.

# Firmwide Diversity Recognition

## Back-to-Back Mansfield Certifications

In 2023, we achieved Mansfield 6.0 Certification, building upon the hard-earned achievement of our Mansfield 5.0 Certification in 2022. The consecutive achievement of these certifications show Hinshaw's dedication to ensuring that we have equitable practices in place to support both our current and future attorneys.



The Mansfield Rule Certification process is designed to boost the representation of diverse lawyers in law firms by broadening the pool of candidates considered for key opportunities. Law firms that sign onto the Mansfield Rule agree to consider at least 30 percent women lawyers, lawyers of color, LGBTQ+ lawyers, and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions. Participation adds accountability and expands on the firm's existing initiatives developed over the past several years.

In celebration of our back-to-back success in achieving Mansfield Certification, we invited special guest Kavita Ramakrishnan of DiversityLab to discuss the importance of institutional alignment on DEI initiatives and how we can continue to foster a space of inclusivity and belonging. We were also pleased to feature diverse vendors including:

Fork Fantasy and Drinks by A Diva; along with other distinguished guests, including judges, clients, and local law students for this joyous occasion.



## 15 Consecutive Years of the Equality 100 Award

In 2023, Hinshaw received the Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion in the Human Rights Campaign Foundation's 2023–2024 Corporate Equality Index (CEI). This achievement marks the fifteenth consecutive year the firm has received a top score of 100 in the CEI.

With a record number of 1,384 participants in 2023 and only 545 companies achieving the Equality 100 Award status, we take great pride in this award. It reflects our dedication to the inclusion of the LGBTQ+ community, focusing on the CEI's four central pillars:

- » non-discrimination policies across business entities;
- » equitable benefits for LGBTQ+ workers and their families;
- » supporting an inclusive culture; and,
- » corporate social responsibility.

And additionally on our commitment to implementing:

- » increased gender transition guidelines;
- » increased transgender-inclusive policies; and,
- » increased data collection efforts.

The Human Rights Campaign Foundation is the educational arm of the United States' largest civil rights organization, working to achieve equality for lesbian, gay, bisexual, transgender, and queer people.

## Thomas L. Sager Award Finalist by MCCA

The firm was named a 2023 finalist for the Thomas L. Sager Award by the Minority Corporate Counsel Association (MCCA). This award showcases firms that have demonstrated a commitment to creating a more diverse, equitable, and inclusive legal industry for all. The MCCA uses a unique Diversity Scorecard to measure firm demographics, recruiting, retention, and promotions. According to the MCCA, it is the only scorecard in the legal industry that conducts this level of comprehensive data analysis.

## PILI 2023 Pro Bono Recognition Roster


The Public Interest Law Initiative (PILI) named Hinshaw to its 2023 Pro Bono Recognition Roster. The firm was among 44 law firms and corporations honored at PILI's Annual Pro Bono Reception for significant commitments and contributions to pro bono throughout the state of Illinois. We are proud of our work which helps to ensure that individuals, families, and communities in need receive legal services.





Inclusion, respect, and support in the workplace are enduring values here at Hinshaw. With enhanced criteria required to secure Equality 100 status in this latest CEI rating, I'm proud that HRC continues to rank Hinshaw as a national leader in advancing and protecting workplace equality."


- Peter Sullivan  
Chairman

# Attorney Recognition


 **Katherine Coba** – HNBA Latina Commission's 2023-2024 Executive Leadership Program and Recipient of 2023 Top Lawyers Under 40 Award


 **April Toy** – Leadership Council on Legal Diversity (LCLD) Fellow and *Diversity MBA Media's* 2023 Top 100 Under 50 Executive Leader


 **DL Morriss** – *Crain's Chicago Business* 2023 Notable Leaders in DEI


 **Vaishali Rao** – *Chicago Lawyer* 2023 Top Women In Law: Leaders Leaning In


 **Ian Wagreich & Scott Seaman** – 2023 *Who's Who Legal Thought Leaders*


 **Esther Seitz** – Vice Chair of the Review Board of the ARDC: Attorney Registration and Disciplinary Commission of the Supreme Court of Illinois


 **Jessica Riley** – Fellow of the Texas Bar Foundation and featured in Ones to Watch series by the Dallas Association of Young Lawyers


 **Barbara Fernandez** – *Florida Trend Magazine* Florida Legal Elite's 2023 Most Notable Women Leaders in Law


 **Connie Montoya** – *New York Law Journal* 2023 Diversity Initiative honoree in New York Legal Awards

 **Amy DuMond Kottke & Russell Ponesse** – *Minnesota Monthly* 2023 Top Lawyers

 **Kyle Ferachi** – Leadership Council on Legal Diversity (LCLD) Alumni Executive Council

 **Sam Bodurtha & April Villaverde** – 2023 BTI Consulting Client Service All-Stars

 **Brian McGrath** – *Crain's New York Business* 2023 Notable LGBTQIA+ Leader

 **Ofonedu-lme Goodwyn** – Fellow of American College of Mortgage Attorneys

# Programs That Enriched Us

## New York State Bar Association Mental Health Summit

Hinshaw's D.L. Morriss was honored to moderate a panel discussion at the New York State Bar Association Mental Health Presidential Summit in January 2023. The panel featured Metropolitan Black Bar Association President Carl Forbes and other mental health and law firm professionals, and it was an amazing day for sharing personal stories and best practices for self care. The leadership of New York State Bar Association President, Sherry Levin Wallach was instrumental in destigmatizing this important topic.



Far too often, I have seen clients' and attorneys' mental health go untreated, leading to life-changing and sometimes catastrophic events. When I became President of NYSBA in June 2022, I began to put into motion the formation of a Task Force on Mental Health and Trauma Informed Representation. I knew we needed a centralized group to study how the mental health crisis impacts attorneys and their representation of clients as well as to identify where our system is failing clients and the legal profession. The Task Force's ground-breaking report was issued and adopted in 2023. With greater mental health awareness in the legal profession, we can work to remove the stigma and identify and provide much-needed resources to save lives."

– Sherry Levin Wallach, Esq., *Deputy Executive Director of The Legal Aid Society of Westchester County* – and – *President of NYSBA*



## Fireside Chat with Jamelia Morgan

Jamelia Morgan, professor at Northwestern University Pritzker School of Law and director of the Center for Racial and Disability Justice at Northwestern, led a discussion on "Policing at the Margins: How 'Quality-of-Life Offenses' Police the Boundaries of Public Space." The chat was hosted live from our Chicago office and colleagues joined firmwide via Zoom.

## Juneteenth Discussion with Elmer Dixon of Executive Diversity Services

We explored the intersection of diversity, equity, and inclusion in law firms with Elmer Dixon, a leader in DEI, and former chair of the Seattle Black Panther Chapter. Through discussions on implicit bias, microaggressions, and attorney ethical considerations, participants gained a deeper understanding of the importance of creating inclusive legal environments. Elmer also discussed his recently released book, "Die Standing: From Black Panther Revolution to Global Diversity Consultant," as it relates to Juneteenth and cultural competency tools to advance DEI in the legal industry.



## WAN Workshop on Mindfulness & Gratitude with Dimple Dhabalia

Hinshaw's Women's Affinity Network (WAN) held an interactive workshop on mindfulness and gratitude presented by Dimple Dhabalia whose cutting-edge work at the intersection of leadership, storytelling, and advocacy serves to unpack and heal old narratives, mitigate trauma and burnout, and create meaningful connection between people working in mission-driven spaces. The workshop explored the concept of "practicing positivity" and how gratitude and savoring can help us appreciate lesson learned – and can catalyze growth through challenges.

## Intersectionality: Asian Americans, LGBT Pride & Allyship with Glenn D. Magpantay

As a bridge between Asian Pacific American Heritage Month and LGBT Pride Month, we hosted an opportunity for reflections on intersectionality and a review of what's going on, what to do and where we need to go. Glenn D. Magpantay, a civil rights attorney and advocate, reviewed a history of hate crimes in America, the struggle for racial justice and LGBT liberation, and moderated an honest conversation on the challenges with diversity, equity and inclusion at the intersection of being Asian and LGBT.



## Hispanic Heritage Fireside Chat with Honorable Ariel E. Belen

Our Hispanic/Latino Affinity Network hosted the Honorable Ariel E. Belen to engage in conversation regarding the histories, cultures, and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean, and Central and South America.



## The First Amendment and Hate Speech

Partner David H. Levitt discussed the question, "Does the First Amendment really protect hate speech?" and if not, how to combat it. The webinar was co-sponsored by The Decalogue Society of Lawyers and the DePaul College of Law Center for Jewish Law & Judaic Studies.

## From Day One Conference

Partner Brian S. McGrath participated as a panelist, at the From Day One Manhattan conference in New York, NY, on the topic of "Boosting the Role of Belonging in Leadership Development," sharing his experience as a man in an interracial gay marriage working to foster law firm diversity through his leadership.





## BAAN Retreat

The Black Attorneys Affinity Network gathered to reset and network with each other and the firm's Management Committee. The group was joined by leadership coach Valerie Brown, JD, MA, PCC, who led a discussion on "Empowering Strategic Leadership through Relationship & Connection," and author John Graham Jr., who provided much food for thought on their success journeys with his lecture on "The Cost of Climb." A Chicago Black History themed scavenger hunt kicked off the inaugural weekend with a closing dinner at Adalina.



## National Coming Out Day Celebration

In honor of National Coming Out Day, we held our annual celebration to recognize the unique career challenges for all who have come out as LGBTQ+ in the workplace. Attendees enjoyed an evening of storytelling, networking, and insightful conversations about being LGBTQ+ as a professional. We were gratified to have a number of sponsors to help bring this event to life, including CNA Insurance, the LGBT Chamber of Commerce – Illinois, the AIJ – Alliance of Illinois Judges, Citywide Pride, the LAGBAC – Chicago's LGBTQ+ Bar Association, and StartOut.





# Culture Groups

Our culture groups include Affinity Networks and Employee Resource Groups whose purpose is three-fold:

1

Be an internal network;

2

Be a source of cultural education; and

3

Be a connector to impact and partner with diverse communities.

Below is a list of our culture groups:

- » **Asian Pacific American Affinity Network (APAAN)**
- » **Attorney Life Committee – Associate Subcommittee (AASC)**
- » **Black Attorney Affinity Network (BAAN)**
- » **Hinshaw Caregiver Circle Employee Resource Group (HCC ERG)**
- » **Hispanic Latino Attorney Network (HLAN)**
- » **Jewish Cultural Heritage Employee Resource Group (JCH ERG)**
- » **LGBTQ+ Affinity Network (LGBTQ+)**
- » **Mediterranean+ Affinity Network (MED+AN)**
- » **Veterans Employee Resource Group (Veterans ERG)**
- » **Women Attorneys Network (WAN)**



# Diversity, Equity & Inclusion Committee

Our Diversity, Equity & Inclusion Committee (DEI Committee) is comprised of key stakeholders across the firm—Management and Executive Committee Members, Attorney Hiring Chairs, Affinity Group Leaders, Practice Group Leaders, and Partners in Charge. DEI Committee members collaborate on a regular basis to review and ensure the advancement of our three-fold DEI objectives at Hinshaw. Our DEI Committee is organized into four sub-committees that are focused on retention, business development, recruitment, and professional development.



**Min Kang**  
Los Angeles



**Jason Kim**  
Los Angeles



**Robert Romero**  
San Francisco



**Mellissa Schafer**  
Los Angeles



**Stephanie Laird Tolson**  
Houston



**Albert Angelo**  
Chicago



**Ambrose McCall**  
Peoria



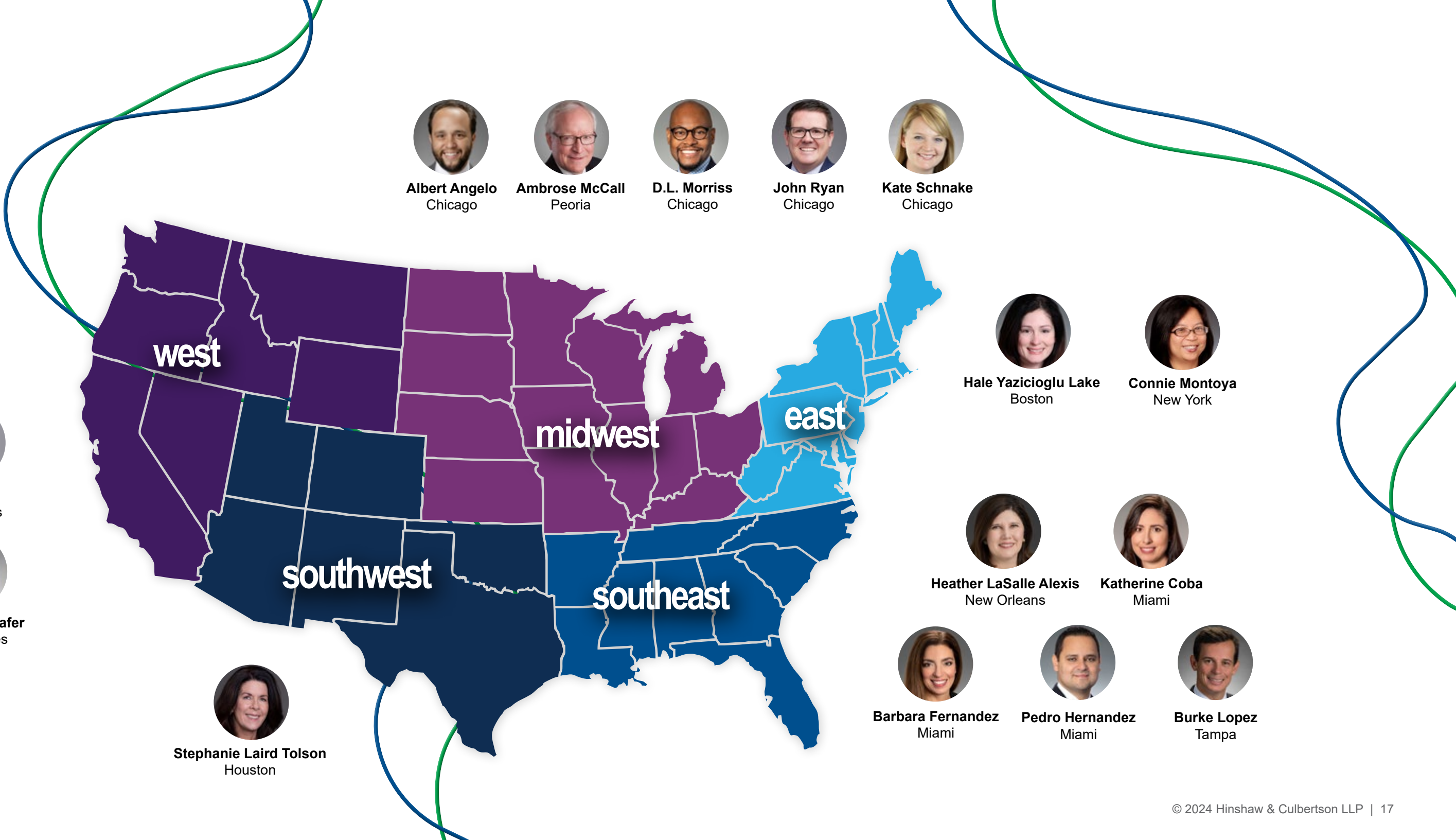
**D.L. Morriss**  
Chicago



**John Ryan**  
Chicago



**Kate Schnake**  
Chicago



**Hale Yazicioglu Lake**  
Boston



**Connie Montoya**  
New York



**Heather LaSalle Alexis**  
New Orleans



**Katherine Coba**  
Miami



**Barbara Fernandez**  
Miami



**Pedro Hernandez**  
Miami



**Burke Lopez**  
Tampa



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Florida  
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