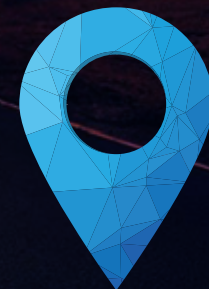


# DIVERSITY, EQUITY & INCLUSION

Annual Report 2023



# Trailblazing the way through our DEI Efforts



## The Journey

In the 89 years of Hinshaw’s existence, we have evolved in our diversity journey to now encompass people across differing ethnicities, sexual orientations, veteran statuses, gender identities, abilities, and ages.

- » Our firm boasts of having nine affinity and employee resource groups; a multitude of attorney life resources; and partnership initiatives with clients and community leaders across the country that support the vibrant future of our industry.

With our constant focus on diversity, equity, and inclusion, we are proud to celebrate our Mansfield Rule 5.0 Certification and 14-year 100% rating with the Human Rights Campaign Corporate Employer Index.

Even with these great strides, however, we know there is still work to do.

- » The overall representation of diverse persons in law firms nationwide remains stagnant and lower than their representation in the general population.

## A Conundrum

We continue to replicate diversity programs—because studies show that diversity improves decision-making, leading to increased profitability—but the industry has achieved limited growth in the populations such programs are intended to benefit. Further still, the creation of diversity programming has often had the unintended effect of making others feel left out of the conversation. In short, law firm diversity, equity, and inclusion initiatives must evolve and we believe mindfulness is the key.

## Our Path Forward

Mindfulness, in its essence, invites one to consider the role they play directly and indirectly in the ecosystem around them, considering that every action or inaction has a ripple effect on individual progress and the advancement of others. Every person, every identity, every age, and every gender, contributes to the life that we all experience. If we can apply this thinking to the legal industry, then we can embrace the concept that our success is tethered together. This requires change:

- » It means shifting the language of diversity from “us vs. them” to “we.”
- » It means opening our echo chambers to voices not heard before; and exposing ourselves to new communities and cultures.
- » It means recognizing that we each contribute significantly and uniquely to the beautiful diversity of the world around us.
- » It means believing that principles of equity and inclusion will help us realize the benefits of our diversity.

So take the journey with us on these pages as we showcase the work Hinshaw continues to do in advancing diversity, equity, and inclusion. We look forward to a year of mindfulness ahead!



**D.L. Morriss**  
DEI Partner



**Alexandria “Lexy” Ray**  
Sr. DEI Manager

# Achieving Mansfield Rule 5.0 Certification and Reaching for 6.0

In October 2022, Hinshaw proudly announced our hard-earned achievement of the Mansfield 5.0 Certification. DiversityLab's year-long certification process is purposefully challenging, which made it all the more rewarding to earn this designation.

Our success has motivated us to maintain and increase the representation of diverse talent across leadership appointments, lateral hiring, and promotions, building on the infrastructure developed during the review period. **Last summer—in advance of our certification—we made the commitment to DiversityLab's program by committing to participate in the 6.0 process as well.**

As we proactively advance our DEI goals internally and with client partnerships, it is exciting to watch the firm's culture evolve through this process in ways that will benefit the entirety of our firm for years to come.

The Mansfield Rule 5.0 Certification process is designed to boost the representation of diverse lawyers in law firm leadership by broadening the pool of candidates considered for these 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 in Mansfield Rule 5.0 adds accountability and expands on the firm's existing initiatives developed over the past several years.

As an example of not only meeting but exceeding our goals, 54% of the attorneys we included in our Chambers submissions were diverse attorneys. (Chambers and Partners is the leading independent professional legal research company delivering detailed rankings and insight to identify the best legal talent globally.)

Special thanks to our **Hinshaw Mansfield Rule Task Force**. This team includes a cross-section of Hinshaw team members throughout the firm.



**Mansfield Rule**  
Certified 2022 Powered by DIVERSITYLAB

## Hinshaw Mansfield Rule Task Force



**Carrie Ephgrave**  
Senior Business  
Development Manager



**Tracy Elmlad**  
Chief Operating Officer



**Barbara Fernandez**  
Partner



**Suzanne Jakstavich**  
Chief Human  
Resources Officer



**D.L. Morriss**  
DEI Partner



**Lexy Ray**  
Sr. DEI Manager



**Robert Shannon**  
Managing Partner



**Matthew Walsh**  
Partner



As we proactively advance our DEI goals internally and with client partnerships, it is exciting to watch the firm's culture evolve through this process in ways that will benefit the entirety of our firm for years to come.

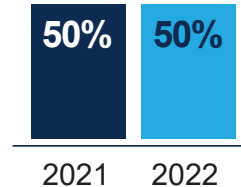


# By the Numbers

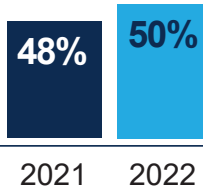
We are proud to have exceeded the Mansfield 5.0 Rule goals in 2022. Not only did we consider at least 30% women and underrepresented racial and ethnic lawyers, but we exceeded the goal with those who were actually promoted as equity partners.



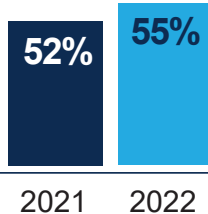
**Management Committee**



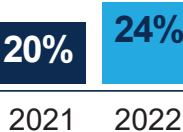
**Executive Committee**



**Office Leadership**



**Practice Group Leadership**



For more data, please see our submission in response to the 2022 ABA Model Diversity Survey.

# The Three Roads Travelled....

Hinshaw's DEI initiative is ultimately focused on this three-fold strategy:

<p><b>Attorney Development</b></p> <p>to help our diverse attorneys become the best legal practitioners in their respective fields of concentration.</p>	<p><b>Relationship Building</b></p> <p>to establish and foster bonds of trust that make our client, practice, and industry teams stronger and more inclusive.</p>	<p><b>Civic Engagement</b></p> <p>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.</p>
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We believe these three longstanding commitments help to ensure that our firm reflects the diversity of the world in which we live and work. By encouraging and supporting all of our attorneys, and celebrating their unique contributions, we foster positive business, economic and social growth for our firm and the communities we serve.

# Firmwide Diversity Recognition

## Perfect Rating on the Corporate Equality Index 14 Years in a Row



For the fourteenth consecutive year, the firm was awarded a perfect score of 100 on the 2022 Corporate Equality Index (CEI) and was also named one of the “Best Places to Work for LGBTQ Equality.” The CEI is administered by the Human Rights Campaign Foundation.

## 2022 Compass Award from Leadership Council on Legal Diversity (LCLD)

Hinshaw is proud to be recognized by the Leadership Council on Legal Diversity (LCLD) as a 2022 Compass Award winner. This recognition is designated to law firms and corporations with a demonstrated and strong commitment to building more diverse organizations and a more inclusive legal profession.



Vincent Rizzo  
Chicago

Our firm has been a founding sponsor of the Leadership Council of Legal Diversity (LCLD) Fellows program since 2011. Vincent Rizzo took part in the 2022 Fellowship Class, working to improve the legal profession’s diversity and inclusion performance.

## Hinshaw Moves Up in 2022 American Lawyer Diversity Scorecard



We are proud to share that we improved our ranking in *The American Lawyer* Diversity Scorecard, with improvements each year for the last three years, and committed to moving further up the ranks!



# Saying Farewell to Two Trailblazers

**Mary Hess** and **Ellen Silverman**, two stellar partners of Hinshaw, retired in 2022, and we asked them to reflect on their careers and share some thoughts that might be helpful to others on their career paths. Congratulations to Mary and Ellen on their fantastic careers, and best wishes for a wonderful retirement!



Mary Hess



Ellen Silverman

## *As you look back over your career, what advice would you give to younger female attorneys just starting out?*

**Mary:** My advice to all younger attorneys starting out, female or male, is to maintain your reputation and always stay true to your word. The legal community is a small community. Be that attorney who is well respected and trusted by attorneys and staff inside and outside of your firm, as well as judges, mediators, and court administrators.

My other advice to younger attorneys starting out is to take the time to become an excellent attorney – learn your trade. Younger attorneys often feel the need to complete projects quickly and move on. Instead, I recommend simply slowing down, looking at the big picture and how your assignment fits into it, taking the extra step, and doing a little more research than what was asked to learn an area of law and become an expert in that area. Do not shy away from giving suggestions, fully communicating with those you work with, and seeking mentors. Lastly, I recommend taking the time to get to know the individuals you work with. We spend more time with coworkers than those at home. Well, maybe not so much after COVID – but you get the idea.

**Ellen:** My advice to younger female attorneys just starting out is to get loud. Your voice matters, and while it can be difficult to speak up sometimes, what you have to say is important. Be respectful, of course, but say what you think – about the strategy of a case you are working on, an idea about your office, or a way that the firm could do something better. If you don't get immediate results, say it again in a different way. You have to face yourself every day, and that's much more fun when you have spoken your truth.

## *What is the greatest hurdle you've overcome?*

**Mary:** The greatest hurdle I overcame—and it is comical when I look back on it—was something I experienced early on in my career. It was simply to be acknowledged as one of the attorneys in the room. I started out when, most of the time, aside from the court reporter, I was the only female in the courtroom or at a deposition. But I dressed the part, and once the other attorneys saw that I was prepared, did not back down from my position and respectfully held my ground, and could do exactly what they did (if not better in some cases, if I say so myself), it was easier to be acknowledged as an attorney. Thankfully, over time, more and more females became attorneys, and the court reporter and I were not the only females in the room.

**Ellen:** There have been many obstacles—it is not easy to become a capital partner at a law firm—especially as a woman. Just look at the numbers. I'd say the toughest challenge, though, was building a book of business. It takes time, and it takes continuous effort. You have to believe in yourself and make the ask. You have to be prepared to hear “no,” and you have to continue to ask after you've heard “no.” You won't win every pitch, and that's OK. Because it isn't about you. It's about the firm. You are building something bigger than yourself. Use the people and resources around you to help. Collaborate and build relationships. That's where the joy is.

# The Pathway to Inclusion

The DEI Committee is always looking for ways to bring refreshed programming and ideas to all Hinshaw’s employees and our community partners. From continuing legal education to development programs, here are ways that 2022 kept us on the trail to success.

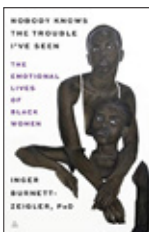
## Great Minds Think Differently – Neurodiversity in the Legal Workplace

Haley Moss, Florida’s first open autistic attorney shared her thoughts about neurodiversity and its professional benefits—both individually and for clients. She unpacked the nuances of navigating disclosure for those with autism, ADHD, mental health disabilities, learning disabilities, intellectual disabilities, or acquired brain differences. Haley also shared advice on advocating for oneself and others, and building accessibility into one’s understanding of “inclusion.”



## Virtual Fireside Chat with Dr. Inger Burnett-Zeigler

We hosted the author of “Nobody Knows the Trouble I’ve Seen: The Emotional Lives of Black Women,” Dr. Inger Burnett-Ziegler. The discussion was focused on the importance of mental health and self-care.



## Juneteenth Fireside Chat with John Graham Jr.

To mark Juneteenth in 2022, we were delighted to host John Graham Jr., the author of “Plantation Theory: The Black Professional’s Struggle Between Freedom & Security,” for a discussion that included a review of recent social justice initiatives and offered best practice recommendations for advancing diverse talent within a professional setting.



## DePaul College of Law’s Virtual Symposium, Defining Antisemitism and Why It Matters: An In-Depth Exploration

Hinshaw’s David Levitt spoke at the symposium on the topic of Dueling Definitions of Antisemitism and provided a comparative analysis of the formal definitions of antisemitism from the International Holocaust Remembrance Alliance (IHRA), the Jewish Declaration on Antisemitism (JDA), and the Nexus Document—along with a proposed structure for evaluation. Bret L. Stephens of The New York Times delivered the closing keynote address, “The Importance of Defining Antisemitism.”

## The Gaysayers? Recent Anti-LGBTQ+ and Other Social Legislation

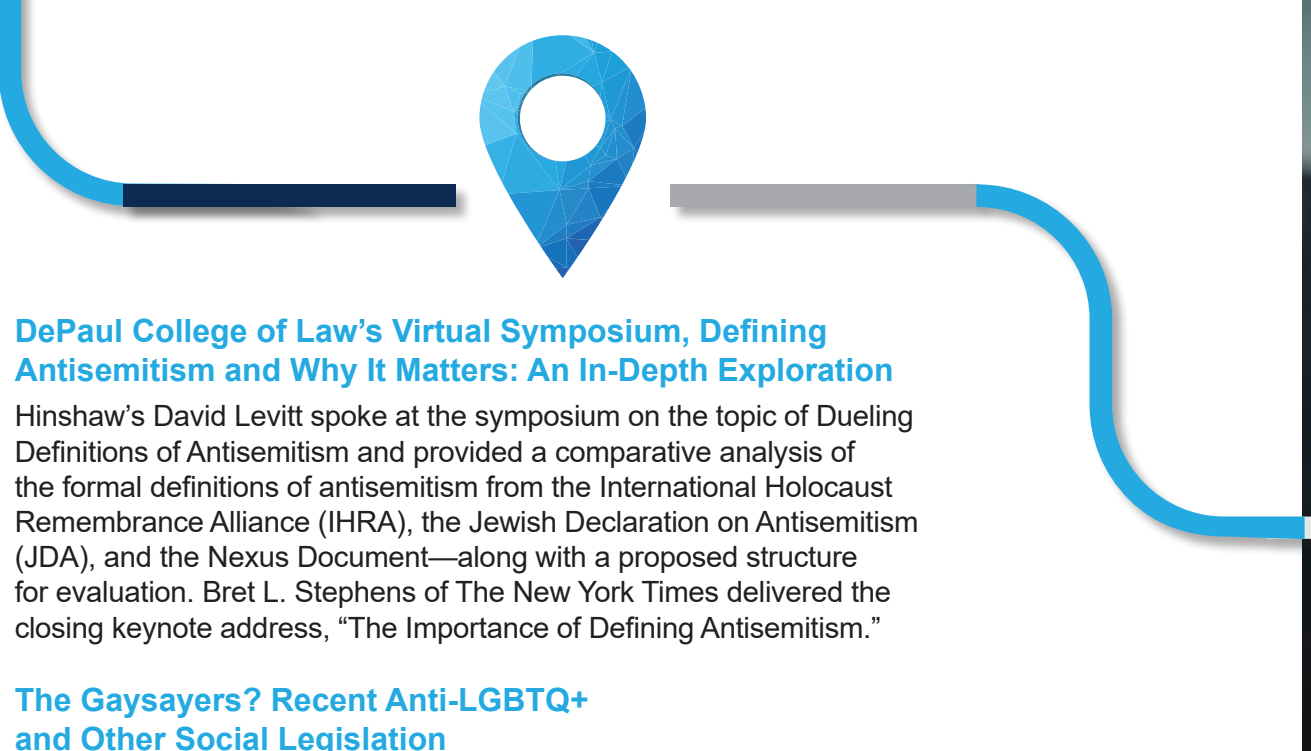
Many states have introduced anti-LGBTQ, anti-transgender, and other social legislation. We held a discussion with Cathryn Oakley, the state legislative director and senior counsel at the Human Rights Campaign (HRC), on the latest updates regarding state and local non-discrimination laws and anti-LGBTQ+ legislation.

## Kung Flu: A History of Hostility and Violence Against AAPIs

Our Asian Pacific American Affinity Network presented an eye-opening trip into the past and present struggles with violence against the AAPI community in a series of recreations of real events, news stories, and trials – with roles played by the attorneys of Hinshaw. Originally created by the Asian American Bar Association of New York, Hinshaw was granted exclusive permission to recreate this compelling and novel program.

## Hinshaw’s Diversity Reception for Law Students

Navigating law school and the internship process is not an easy task. That is why we were energized to host a DEI happy hour with diverse law students to connect them with practicing attorneys and share valuable tips and insights on successfully networking and navigating opportunities.



Only one who wanders finds a new path.





# Reflections on Our Journey from Hinshaw's Professional Staff



**Ana Fuentes**

**Sr. National Human Resources Manager**  
Los Angeles office

I was born in San Salvador, El Salvador, and immigrated to the U.S. at age seven during the Salvadorean civil war. For many years I struggled to define a place of belonging. Like many immigrants, I had two homes, and my identity was a mixture of both. Ni de aquí, ni de allá – not from here, not from there. Nonetheless, I was fortunate to grow up in Los Angeles, a diverse city where we openly celebrate each other's roots and traditions. Entering college and the workforce, I soon discovered that equity and inclusion were something I would have to fight to achieve. I often worked twice as hard to get the same opportunities as others. Diversity, Equity, and Inclusion (DEI) mean opening the circle and allowing new ideas and opinions to lead to change and innovation. It is becoming a leader and demonstrating to others who look like me that we belong at the head of the table.



**CJ Kingsley**

**Legal Secretary**  
San Francisco office

To me, the words "Diversity, Equity, and Inclusion" mean that all people treat all other people with respect and dignity regardless of any of the variety of differences of the Human Species.

The words also motivate me to participate more fully in activities in my local, state, federal, and worldwide communities. And when I cannot actively participate, I contribute an amount monthly to organizations that "do the work" so that by the end of the year, I have contributed a dollar amount divisible by 18, which in Hebrew is written as the word "Life," wishing them L'Chaim.



# Culture Groups

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

1

Be a source  
of cultural  
education

2

Be an  
internal network;  
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**
- » **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.



**Jason Kim**  
Los Angeles

**Spencer Kook**  
Los Angeles


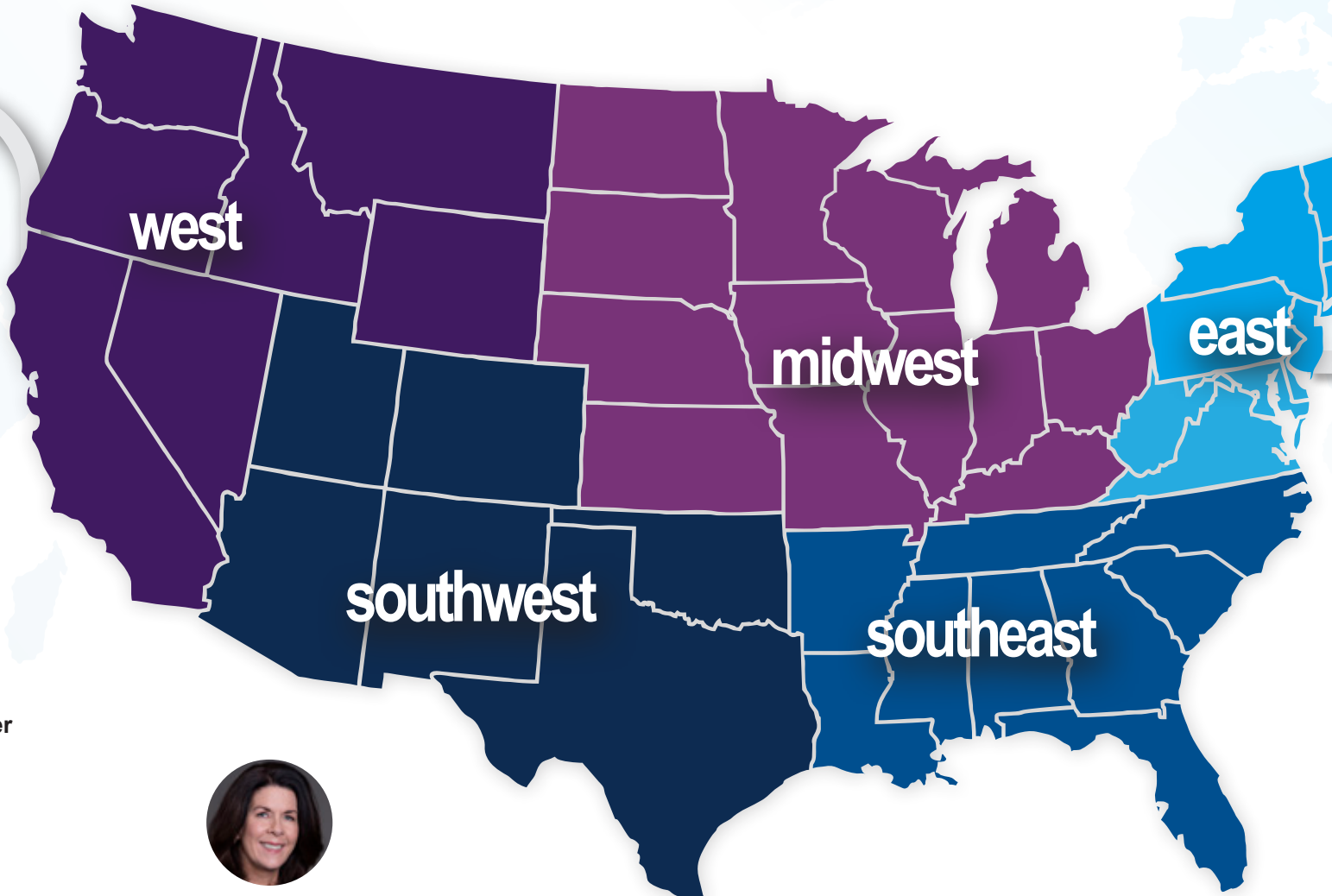
**Lexy Ray**  
San Francisco

**Robert Romero**  
San Francisco

**Mellissa Schafer**  
Los Angeles



**Stephanie Laird Tolson**  
Houston




**Albert Angelo**  
Chicago

**Ambrose McCall**  
Peoria

**D.L. Morriss**  
Chicago


**Vaishali Rao**  
Chicago

**Kate Schnake**  
Chicago




**Hale Yazicioglu Lake**  
Boston

**Connie Montoya**  
New York



**Heather LaSalle Alexis**  
New Orleans

**Barbara Fernandez**  
Miami



**Pedro Hernandez**  
Miami

**Burke Lopez**  
Tampa



Arizona  
California  
Florida  
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