



2018

Diversity & Inclusion
Mid-Year Review

“

We push not just for ourselves, but to honor those that came before us and for the generations that will come forth from the advancements we have gained. We are not content to merely arrive; we must expand.”

Daniel L. (D.L.) Morriss
Diversity and Inclusion Partner



One rarely achieves a path to success purely on their own efforts. “It takes a village”, “there is no ‘I’ in team”, these are motifs that have withstood the test of time. Yet few can ever become what they have never seen or imagined. Just as artists find inspiration in a muse, so having someone model the achievement you desire is critical towards the thought development that creates a pathway to accomplish the same; and then to even surpass it. For the artist, the satisfaction comes in learning and capturing the intimacies of a work in unique ways that no one else experiences or sees. For the muse, the satisfaction comes in knowing something greater than you will live on indefinitely.

This season of diversity and inclusion at Hinshaw expands on our three-fold mission of (i) attorney development, (ii) relationship building, and (iii) community engagement in two facets. First, through sponsorship; and second, through pipeline development. We are excited to launch a sponsor initiative that will invest in our diverse talent in a strategic and targeted fashion to see them excel through their career and the services they provide to our clients. We are also excited to form partnerships that enable our attorneys to use their platform to make a difference in the lives of youth with an interest in the legal profession that broadens the pool of diverse talent able to serve our clients. These are initiatives we were already working on and have accelerated in response to our clients’ expectations.

I am proud to provide this Mid-Year Update which showcases Hinshaw’s internal and external commitment to these initiatives. We are painting a collage of works that we trust will engender hope and inspiration that surpasses a lifetime.

Daniel L. (D.L.) Morriss

Diversity and Inclusion Partner

A Message from Our Diversity & Inclusion Partner

Achieving Advancements

Partner Promotions

In furtherance of Hinshaw's commitment to diverse attorney development, we were proud to promote a nearly 50% diverse class of attorneys to equity and non-equity partnership in January and June, 2018. Congratulations to:

Equity Partnership Promotions



Nabil Foster
Consumer Finance
Chicago



Misty Murray
Business Litigation
Los Angeles - Downtown



Vivian Orlando
Business Litigation
Los Angeles - Downtown

Non-Equity Partnership Promotions



Han Sheng Beh
Consumer Financial
Services
New York



Mollie Kugler
Insurance Services
Milwaukee



Hale Lake
Consumer Financial
Services
Boston



Elizabeth Odian
Labor & Employment
Milwaukee



Jason Oliveri
Consumer Financial
Services
New York



Nicole Rice
Product Liability
Belleville



Esther Seitz
Government
Springfield



Rafferty Taylor
Personal Injury
Ft. Lauderdale

Pipeline Programs

At Hinshaw, we believe our commitment to community engagement includes pipeline development. To that end, we have sought to build partnerships that extend beyond law school and reach deeper into high school and middle school. Inspiring diverse students in these early stages is key to growing the number of law school graduates available to impact the legal profession.

As part of the Career Intensive program at Epic Academy—a Chicago Public School charter high school that serves predominantly African-American and Latino students in South Chicago—D.L. Morriss, Diversity & Inclusion Partner, attended a Career Day on June 19, 2018, at their campus where he spoke to students about his upbringing and becoming an attorney. The firm then hosted the high school group on June 22, 2018, for a mock debate on the *Masterpiece Cake v. Colorado* U.S. Supreme Court decision. Several Hinshaw attorneys volunteered their time to advise the students and answer questions. The mock debate was followed by a tour of the firm and lunch. Epic Academy's Career Intensives is their signature career exploration and exposure program where they engage students from grades 9th-12th in different career opportunities.

Executive Director, Myetie Hamilton, commented

“You may not immediately realize the level of impact that this kind of exposure has on a young mind, but the experience Hinshaw and our other Career Intensive partners provided our students is definitely life changing.”



In the 2017-2018 school year, our attorneys participated in the Constitutional Rights Foundation's Lawyers in the Classroom program, providing instruction to 7th grade students at Shields Middle School on topics including legal issues around electronic devices in the classroom and the U.S. legal system. Students reviewed mock rules and hypothetical

scenarios before discussing whether the conduct violated the rule. Brette Bensinger, a Partner in our Chicago office who facilitates the program, said,

“it's not just impactful on the students, but we as educators are also reminded of how important being a role model is when building a pipeline to the legal profession.”

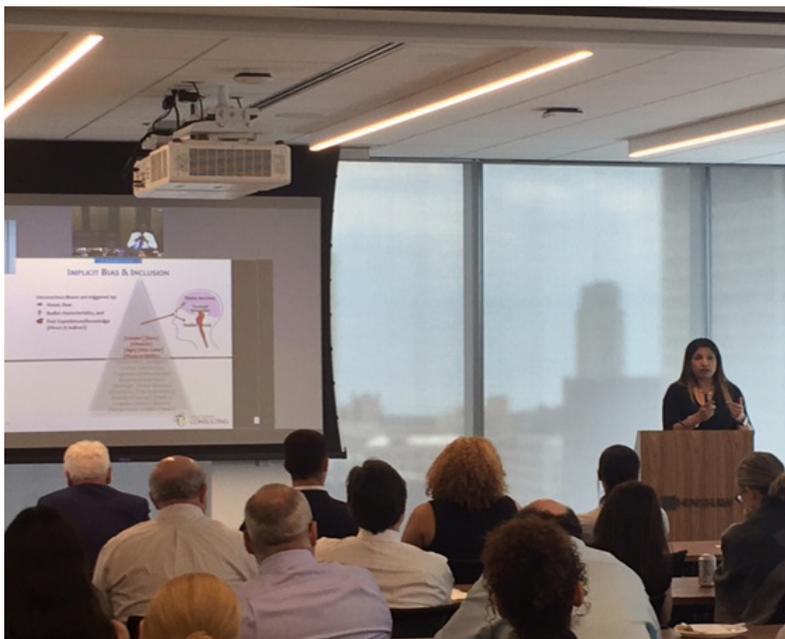


Relationship Building Around Diversity & Inclusion

Hinshaw's commitment to relationship building includes education on factors that inhibit relationship, such as implicit bias, and highlights on the personal stories of our diverse talent. We believe that the better we know and respect one another internally, the better services we are able to provide our clients externally. To that end, Hinshaw has also proudly partnered with clients to support diversity training.

D&I CLE Programming

We hosted a workshop on May 30, 2018, titled "The Explicit Impact of Implicit Bias: Interrupting Implicit Biases to Create More Inclusive Work Environments" that was facilitated by Dr. Arin Reeves, a leading researcher, author and advisor in the fields of leadership and inclusion. Although there has been a lot of debate on the issue of implicit and unconscious bias, Arin helped unpack this concept by focusing on the myriad of "mental shortcuts" that we take that impact how we work with and value others — and made the link to how critical it is to understand these concepts in the diversity and inclusion journey of the firm. The presentation covered many of the specific implicit biases that affect the ways in which we learn, work and lead, and how we can interrupt our biases to achieve our highest potential, as individuals and leaders within organization.



From left to right: D.L. Morriss, Dr. Arin Reeves and Hinshaw's Managing Partner, Robert Shannon.



Spotlight



Ellen
Silverman



Sam
Bodurtha

Earlier this year, we sat down with Ellen Silverman and Sam Bodurtha in order to get their perspective on the growing interest from clients in more diverse staffing; and to learn more about what makes Ellen and Sam successful partners. Ellen Silverman is a partner in the New York Office. She is also the Chair of the firm's Consumer Financial Services Practice Group and a Member of the Diversity Committee. Sam Bodurtha serves as Partner-in-Charge of the Boston and Providence offices. The following is an excerpt of that D&I Spotlight.

Q: Major clients are prioritizing diversity and inclusion in the firms they hire. What kind of impact do you think that has on the firm and yourself?

Ellen: A large Consumer Financial Services client asked a group of us to come to their offices in D.C. to present about Hinshaw's diversity and inclusion initiatives (and pitch for their business). It was a powerful meeting. This client challenged us to think about diversity and inclusion in a new way—to show them how far we've come—but to focus more on where we are going. They made it so clear that they will not work with any firm—no matter how good—unless it is committed to diversity. And not just committed in terms of having programming. That's just step one. They want to see that firms are interviewing, hiring, training, encouraging and promoting diverse attorneys. They also differentiated between women and ethnic diversity, which is an important distinction. Most of our corporate clients are demanding that we make significant changes in terms of our diversity makeup. As a firm, we need to listen to their message and take action now.

Sam: Opportunity and a challenge. Opportunity because Hinshaw is in a position right now to present our clients with structure, demographics, leadership and civic engagement that demonstrate our firm's commitment to diversity and inclusion. We need to seize upon this opportunity now as a valuable marketing and business development tool. Challenge because our clients are asking, and will ask us to do more in terms of diversity and inclusion. The particular client we visited wants to partner with outside counsel in the coming years to prioritize diversity and inclusion. This sort of prioritizing includes our own review and analysis of recruiting, performance and turnover metrics, our engagement of diverse suppliers and vendors, and our sponsorship of programs that bring diverse students (from high school to college and through law school) to Hinshaw. So, while we may have laid a solid foundation, we need to build on that foundation in order to continue to thrive in this environment.

Q: Diversity & Inclusion go hand-in-hand. How important are allies when advancing D&I at the firm?

Ellen: Allies are people who are supportive and sympathetic to a particular group of people that they are not a part of. In a law firm (or any business), allies are critical to the success of any diversity & inclusion program because—hopefully by their sheer numbers—allies help amplify the message, can break down barriers and help get the right message to those who make the hiring/promotion decisions.

Sam: To me, this is just another example of strength in teamwork. In my practice and in the Consumer Financial Services Group, we rely upon team effort to handle matters, to achieve the group's goals and meet expectations, to market and to develop business. Teamwork is where we find our strength and success. Advancing diversity at Hinshaw should be a team effort as well, and that means reaching out across the firm, connecting with all Hinshaw attorneys, maintaining those connections, and creating the team effort to advance our own strengths. Most new associates at the firm attend Hinshaw University's (the firm's accredited in-house CLE provider) week-long basic skills seminar. While that seminar is geared toward and helps the new associates learn about the firm, expectations, and their future careers, Hinshaw University is the first opportunity to connect with other attorneys and to gain any ally or two (or three or four).

D&I LGBTQ Corporate Equality & Harassment Prevention Training Program

To address the rapidly evolving workplace of today, Hinshaw has developed a turn-key, highly customizable LGBTQ Corporate Equality & Harassment Prevention Training Program. We have presented this program to a number of clients—including Freddie Mac—whose diversity and inclusion initiatives align with ours. The diversity team from Freddie Mac had reached out to Hinshaw, inquiring about the firm’s diversity efforts, programs and services. After several in-person meetings with Freddie Mac’s Associate General Counsel and Vice-Chairperson of Diversity & Inclusion Council Barry Parson, in which we discussed Hinshaw’s LGBTQ Anti-Harassment Training Program, Parsons invited us to conduct training for Freddie Mac employees in order to further advance the company’s compliance efforts and its already robust diversity and inclusion initiative.



“Everyone has to feel comfortable to perform their best at work,” said Barry Parsons, Freddie Mac Associate General Counsel and Vice Chairperson of Diversity & Inclusion Council. “Employees also need to continue to be aware of issues affecting diverse colleagues and use language that fosters a safe space. Hinshaw’s LGBTQ Training Program was the perfect way to kick off our June Pride Month initiatives. We found the program was informative on practical ways for both managers and employees to discuss LGBTQ workforce issues in a way that is respectful and supportive.”

On Monday, June 4, 2018, Freddie Mac kicked off Pride Month by scheduling Hinshaw to present its LGBTQ Training Program in the company’s McLean, Virginia headquarters. Approximately 70 members of Freddie Mac’s legal department, HR department and LGBTQ employee resource group attended the training, which was streamed live with closed captioning to several other offices and recorded for future use. Hinshaw’s D.L. Morriss led the Hinshaw team, which included Labor & Employment Practice Group Leader Aimee Delaney, Connie Montoya, Brandon Takahashi and Nicholas Corsano. The interactive and entertaining training program focused on integrating an inclusive workplace that supports LGBTQIA awareness, including compliance challenges and proactive efforts. The training received overwhelmingly positive feedback from the attendees.

The training, which is complimentary for Hinshaw clients, provides companies with a resource to achieve a perfect 100% score on the Human Rights Campaign’s Corporate Equality Index (CEI). The training further helps companies comply with many new state laws that demand such training for employees and managers.

Judicial Appointments

One of the greatest honors of a firm is to know that your partners are highly regarded in the legal community and care about serving in ways to make it better. We are pleased to announce that two of our esteemed diverse partners have been appointed to the judiciary.



Wendy W.Y. Chang, a partner in the firm's Los Angeles office and co-chair of Hinshaw's Asian Pacific American Affinity Network, was appointed by Governor Edmund G. Brown Jr. to serve as a Superior Court Judge in Los Angeles County.

Wendy was among 21 appointees selected to serve in trial courts across California, and one of ten selected for Los Angeles County. She fills the vacancy created by the retirement of the Honorable Frank J. Johnson.

Wendy first joined Hinshaw as an associate in 2004 and became a partner in 2008. She is a leading voice in professional ethics law, having served as an advisor to the State Bar of California's Commission for the Revision of the Rules of Professional Conduct and also chaired the State Bar of California's Standing Committee on Professional Responsibility and Conduct. She currently serves on the American Bar Association's Standing Committee on Ethics and Professional Responsibility.

"Wendy is a skilled advocate and perfect example of how an attorney should use their platform to make a difference in the community," said D.L. Morriss, the firm's Diversity & Inclusion Partner. "She has also been a powerful voice at Hinshaw promoting opportunities for women lawyers and other members of the firm's affinity groups."



Daniel A. Trevino, a partner in the firm's Chicago office and co-chair of Hinshaw's Hispanic/Latino Affinity Network, was appointed to serve as an Associate Judge for the Cook County Circuit Court.

Dan was among 17 judges selected from 34 finalists on the ballot and an original slate of 272 candidates, following evaluation by the Chicago Bar Association and the Alliance of Bar Associations for Judicial Screening. Each candidate was also interviewed by a nominating committee comprised of Chief Judge Timothy C. Evans of the Cook County Circuit and ten presiding judges.

"Dan was one of my first mentors at Hinshaw," said D.L. Morriss, the firm's Diversity & Inclusion Partner. "It's great to see good people continue to advance in their legal career. Dan has always cared about issues of diversity and inclusion, even serving at one time as the President of the Hispanic Lawyers Association of Illinois. I'm glad that he is taking this perspective with him to the bench."

Commitment to Leadership in the Community

Our diverse and veteran attorneys are not only recognized as leaders within the firm, but also recognized within the legal community. We are proud to highlight the following:

Conrad Nowak Speaks about the Application of Military Principles in Leadership, Task Management and Performance to the Practice of Law



Hinshaw's **Conrad Nowak** joined Elisabeth Pennix—General Counsel of the Illinois Department of Veterans' Affairs and Commander in the U.S. Navy—to present a seminar titled "Is Your Law Practice Battle Ready? Applying Military Lessons in Leadership, Task Management and Performance to the Practice of Law," on February 20, 2018. Nowak—who is a former non-commissioned officer in the U.S. Army—and Pennix shared their insights and provided attendees with strategies in motivation, leadership and talent development that have been refined by the military. Conrad is Co-Chair of the firm's Attorney Life Committee and also leads internal veterans programming.

Esther Seitz Appointed to Serve on Attorney Registration and Disciplinary Commission (ARDC) Hearing Board



Partner **Esther Seitz** was recently appointed to serve on the Hearing Board for the Attorney Registration and Disciplinary Commission (ARDC) of the Supreme Court of Illinois. The ARDC assists the Court in the regulation of the legal profession in Illinois. Esther will join other members of the Hearing Board—which consists of lawyers and nonlawyers appointed by the Commission—in presiding over the hearings of disciplinary, disability and reinstatement cases.

Esther advises her clients—which include major newspapers and online publishers as well as a variety of private and public entities—on matters involving intellectual property, media and government law.

David Alfini Elected as Board Chair of StartOut Chicago Program



Partner **David Alfini** was recently elected Board Chair of the StartOut Chicago Program Board. As Board Chair of StartOut—a national nonprofit—David will work with his board member colleagues to advance the organization’s mission of promoting great leaders by empowering LGBTQ entrepreneurs. StartOut Chicago provides its members with networking tools and opportunities, as well as programs to encourage the success of LGBTQ entrepreneurs.

David focuses his practice in a variety of areas such as construction defect, product liability, long term care, toxic exposure, premises liability and auto liability cases. David is also a key leader in the firm’s LGBTQ Affinity Network.

Sunny Sohn Reviewed Best Practices for Addressing Sexual Harassment in Light of #MeToo in CBA Presentation



Associate **Sunny Sohn** co-presented on “Era of #MeToo – Common Sense Approach to Preventing Sexual Harassment in the Workplace” to the Labor and Employment Committee of the Chicago Bar Association’s (CBA) Young Lawyers Section. Sunny, who serves as Co-Vice Chair of the Committee, provided attendees with an overview of recent developments, both legal and non-legal, related to sexual harassment in the workplace, as well as best practices in identifying and responding to sexual harassment allegations in light of the #MeToo movement.

Sunny uses her background in human resources and international politics and business to advise public and private organizations in labor and employment litigation and counseling matters.

Maria Calderon Named Leadership Council on Legal Diversity (LCLD) Fellow



Associate **Maria Calderon** was recently named to the 2018 Fellowship Class of the Leadership Council on Legal Diversity (LCLD). The LCLD—of which Hinshaw was a founding member in 2009—exists to improve the legal profession’s diversity and inclusion performance. Members include managing partners of prominent U.S. law firms as well as the general counsel of major corporations.

Maria is the eighth Hinshaw attorney recognized as a Fellow. Prior firm inductees include Ophir Johna, Diane Webster, Nabil Foster, Jenny Wang and David Alfini.

As a commercial transactions attorney, Maria represents clients in a variety of matters, including those involving real estate, business transactions, corporate law, estate planning and international law.

Commitment to Our People

Diversity Committee

Our Diversity Committee is comprised of key stakeholders across the firm - Management Committee Members, Associate Hiring Chairs, Affinity Network Leaders, Practice Group Leaders and Partners in Charge. Diversity Committee members collaborate on a regular basis to review and ensure the advancement of our three-fold Diversity & Inclusion initiatives at Hinshaw.



**Albert
Angelo**
Chicago



**CharCretia
Di Bartolo**
Boston



**Barbara
Fernandez**
Miami



**Mary
Hess**
Chicago



**Matthew
Hevrin**
Rockford



**Jason
Kim**
Los Angeles



**Spencer
Kook**
Los Angeles



**Concepcion
Montoya**
New York



**D.L.
Morriss**
Chicago



**Marcia
Mueller**
Rockford



**Robert
Romero**
San Francisco



**Ellen
Silverman**
New York



**John
Terpstra**
Schererville



**Jenny
Wang**
Los Angeles



**Cheryl
Wilke**
*Ft. Lauderdale, FL /
Los Angeles*

Affinity Networks

Hinshaw takes pride in our Affinity Networks that promote professional and business development, mentoring and community. Members also regularly facilitate and attend various events focused on advancing the interests of their respective affinity networks.

Affinity Network Chairs



**Randy
Aoyama**

Phoenix

**Asian Pacific
American Affinity
Network**



**Raven Burke
Mackey**

Chicago

**Black Attorney
Affinity Network**



**Khardeen
Shillingford**

New York

**Black Attorney
Affinity Network**



**Maria
Quintero**

San Francisco

**Hispanic/Latino
Affinity Network**



**Todd
Young**

Chicago

**LGBTQ Affinity
Network**



Elizabeth Baker
Miami

**Women Attorneys
Network**



**CharCretia
Di Bartolo**

Boston

**Women Attorneys
Network**

Attorney Life Committee Co-Chairs

Our Attorney Life Committee (ALC) is dedicated to developing and implementing policies and programs that create a collegial, positive and encouraging environment that promotes the professional and personal growth of our attorneys. The ALC, in consultation with firm management, practice group leaders and the other firm wide committees, uses unconventional thinking to identify creative ways in which it can make a positive difference in the lives of our attorneys.



**Conrad
Nowak**
Chicago



**David
Creagh**
Chicago

ALC Associate Sub-Committee

The Associate Sub-Committee builds out key initiatives and community among associates across the firm through various professional development and social events.



**Lindsey
Conley**
Chicago



**Jared
Matheson**
San Francisco



**Kayleigh
Nicholl**
Rockford



**Kate
Schnake**
Chicago



**Jeremiah
Snowden**
Los Angeles



**Anthony
Torrente**
Miami

Mentoring Committee Co-Chairs

Hinshaw's firm wide mentor program provides associates with a structure and resource for understanding the firm's expectations as well as developing strategies to achieve professional and developmental goals. The program formalizes mentoring efforts for all associates with a particular emphasis on orientation to the firm and its unique culture and development of legal and practice skills.



**David
Alfini**
Chicago



**Martin
Rosen**
Los Angeles

“

Our stories are beautifully woven together; the history and achievement of us all depends on one another.”

Daniel L. (D.L.) Morriss
Diversity and Inclusion Partner

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linkedin.com/company/hinshaw-&-culbertson-llp



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Arizona California Florida Illinois Indiana Massachusetts Minnesota Missouri New York Rhode Island Wisconsin ♦ London

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