



Hinshaw Diversity, Equity & Inclusion Report

January 2020



“Building Relationships Through Bridges of Understanding”

Hinshaw & Culbertson LLP is committed to building relationships through bridges of understanding. Far too often today, differences between people results in a lack of understanding and weak—or non-existent—relationships. At Hinshaw, we see this modern day challenge as an opportunity. However, we also recognize that change does not happen overnight. Enter the need for a bridge to take us from where we are, to where we desire and need to be.

But what does it take to build a bridge? Consider that you need a solid foundation as well as two sides measured and shaped in a way that will withstand the tensions of weather and time. A bridge cannot stand with only one side.

Similarly, we need to listen to and understand each other in order to build relationships that advance the important work of diversity, equity, and inclusion. Every individual must be equipped to not only support their own group, but also learn how to support others outside their group; otherwise, progress is not possible. And the bridge we are building is meant to support progress for decades to come.

Within these pages, Hinshaw proudly reports on its recent DEI initiatives, including a client presentation at our All Attorney Meeting and a new management referendum to increase diversity in hiring, leadership, and promotions.

Together, we are committed to building bridges that will take Hinshaw into the next decade, and beyond. We are proud of what we have accomplished thus far, and our work continues.



A handwritten signature in black ink, appearing to read 'P. Sullivan'.

Peter D. Sullivan

Chairman

A handwritten signature in black ink, appearing to read 'D.L. Morriss'.

D.L. Morriss

Diversity, Equity &
Inclusion Partner



Learning to embrace and not hide my diversity has made me a better advocate for my clients by helping me find my distinct voice as an attorney. The plurality of voices at Hinshaw allows us to grow as a firm, and to meet and surpass the needs of our clients.



— Jeremiah Snowden, Los Angeles Office



Hinshaw's dedication to inclusion and celebration of diversity has made my transition into the firm welcoming and inspiring. I'm motivated to speak out and provide feedback from my perspective both on client and inter-personal matters because I feel supported by the institution as a whole.



— Susan Dent, San Francisco Office



The firm's diversity initiatives empower me to serve in organizations that impact the community at large and are making societal change. It also allows me to connect with clients leading to increased business opportunities.



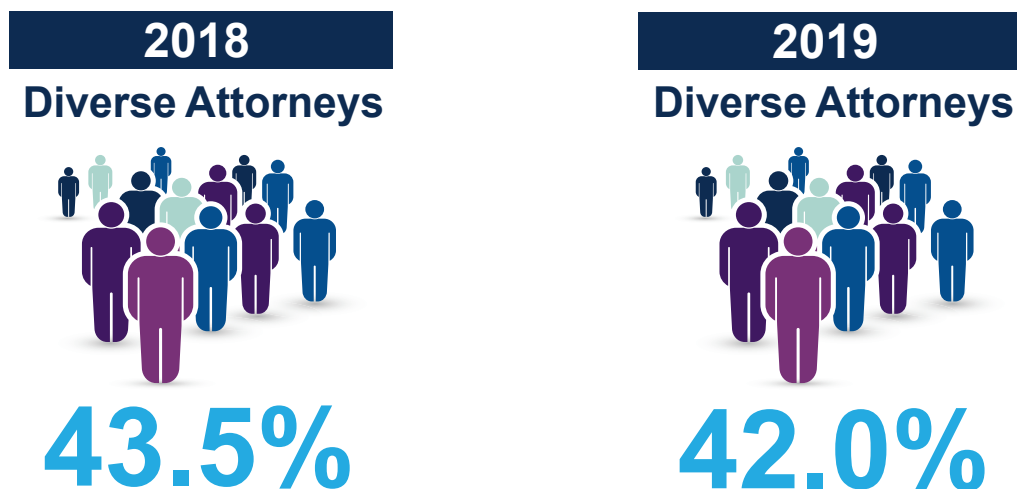
— Lindsey Conley, Chicago Office

By the Numbers

Transparent reporting of the gender, racial, ethnic, and LGBTQ makeup is one of the goals of our DEI initiative. Reflecting on the metrics of 2018 and 2019 helps us also establish growth goals for 2020.

- ◆ Our overall growth from 2018 to 2019 dipped slightly, but we had considerable growth with lawyers of color, LGBTQ attorneys and women in key categories.
- ◆ We are particularly proud of the fact that **our Management Committee is 45% diverse—and—47% of our Office Partners-in-Charge are diverse** (with 26% being ethnically diverse). These compositions are important to us as we firmly believe you must exemplify the advancement you want to see replicated throughout the organization. To reaffirm our commitment in that regard, the firm's Management Committee recently implemented a new diversity, equity and inclusion initiative modeled after the Diversity Lab's Mansfield Rule. Our **Hinshaw DEI Matters Rule** will increase the representation of diversity by considering at least 30% women, ethnically diverse, and LGBTQ+ lawyers for leadership and governance positions, senior associate and lateral partner openings, and capital and non-capital partnership promotions.

Improving on our DEI metrics and integrating DEI at every level is a key goal for 2020.



Race, LGBTQ and Gender Statistics at Hinshaw

Total Attorneys

	2018	2019
Asian	4%	4%
Black/African American	3%	4%
Hispanic/Latino	7%	9%
Other	0%	0%
Two or More	1%	1%
White	85%	82%
LGBTQ	3%	3%

	2018	2019
Women	33%	33%
Men	67%	67%

All Partners

	2018	2019
Asian	4%	4%
Black/African American	2%	2%
Hispanic/Latino	5%	5%
Other	0%	0%
Two or More	0.6%	0.3%
White	89%	89%
LGBTQ	2%	3%

	2018	2019
Women	25%	24%
Men	75%	76%

Equity Partners

	2018	2019
Asian	2%	2%
Black/African American	2%	2%
Hispanic/Latino	5%	4%
Other	0%	0%
Two or More	0%	0%
White	94%	92%
LGBTQ	1%	2%

	2018	2019
Women	16%	14%
Men	84%	86%

Associates

	2018	2019
Asian	4%	4%
Black/African American	5%	6%
Hispanic/Latino	11%	16%
Other	0%	0%
Two or More	2%	3%
White	77%	71%
LGBTQ	5%	5%

	2018	2019
Women	49%	49%
Men	51%	51%

Partner Promotions

	2018	2019
Asian	6%	0%
Black/African American	6%	7%
Hispanic/Latino	0%	27%
Other	0%	0%
Two or More	0%	0%
White	89%	67%
LGBTQ	6%	13%

	2018	2019
Women	44%	27%
Men	56%	73%

Suzanne Jones appointed to the **Minnesota State Bar Association's Diversity & Inclusion Leadership Council**



Vaishali Rao recognized by *Chicago Lawyer* as one of **40 Illinois Attorneys Under 40 to Watch in 2019**; selected to the **2020 Leadership Greater Chicago Fellows Leadership Development Program**



Aimee Delaney recognized in *Crain's Chicago Business* as a **Notable Gen X Leaders in Law**



We're Proud to Share

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



◀ Vincent Rizzo appointed **Secretary of the Executive Board of the Lesbian and Gay Bar Association of Chicago (LAGBAC)**



Diane Webster, partner-in-charge of the firm's Chicago office, was featured in a *Chicago Lawyer* **cover story** highlighting women serving in law firm leadership roles

D.L. Morriss featured as key speaker at the **NYSBA International Section 2020 Global Conference in Tokyo, Japan**



Maria Quintero appointed to serve as **President of the San Francisco Bay Chapter of the Claims and Litigation Management Alliance**

Lindsey Conley selected to inaugural **Chicago Committee's Pathway to Partnership Program.**

Ofonedu-Ime Goodwyn selected as a **2019-20 Top 40 under 40 by the National Bar Association** and recognized as a **Florida Board Certified Real Estate Attorney**



Connie Montoya and Carlos Ortiz named to **Lawyers of Color's Inaugural "Nation's Best" List**

Peter Hernandez named to **Diversity MBA's** list of "Top 100 under 50 Diverse Emerging Leaders" for 2019



Laurie Randolph, Randy Aoyama, Eugene Brown Jr, and Terese Drew recognized in the **2020 Edition of The Best Lawyers in America®**

Gretchen Sperry elected to serve on the **Board of Directors of the American Bar Association's Council of Appellate Lawyers**; sworn in as the **President of the Appellate Lawyers Association**



Todd Young recognized in **Crain's "Chicago Notable LGBTQ Executives"** list

D.L. Morriss recognized in **Crain's "Chicago's Notable Minority Lawyers"** list

We've Been Busy

2019 was a busy year for DEI at Hinshaw. Below is a snippet of some of the programs and initiatives that have taken place since our last report in mid-2018.

Giving Back

Our annual Martin Luther King Jr. Day of Volunteering took attorneys and staff on a journey of giving back. In Chicago attorneys and staff volunteered at **Chicago Cares** who hosted a project at Breakthrough Ministries, which serves families experiencing homelessness. In Rockford, Illinois, volunteers worked with the **Red Cross** and **Rockford Fire Department** in a statewide day of service alongside **Illinois Governor Pritzker**. And, in Los Angeles, volunteers worked with **L.A. Works** to paint a mural as part of a beautification project at an underserved school.



Partnering with Industry Leaders

We facilitated a diversity panel at the **Mortgage Bankers Association's Legal Issues and Regulatory Compliance Conference** in 2019. We also hosted two DEI events, first a networking breakfast to bring women in the industry together for informal networking with their peers. And second, a cocktail reception where we celebrated the strides being made in the industry to improve diversity, equity and inclusion.



Celebrating Diversity

The firm hosted receptions in Chicago, Los Angeles, Miami, and Minneapolis to celebrate our achievements in advancing diversity, equity and inclusion. We welcomed an array of guests that included law students, community members, and attorneys, both within and outside the firm.



Best Place to Work for LGBTQ Equality 10 Years in a Row

2019 marked the tenth year in a row that the firm received a perfect score of 100 on the Corporate Equality Index (CEI) and was named one of the Best Places to Work for LGBTQ Equality by the Human Rights Campaign. To raise a toast to this recognition, the firm held a retreat for its LGBTQ Affinity Group and hosted a rooftop reception at the Chicago Office to celebrate with allies.

Hitting the Pavement

Our Chairman and members of the LGBTQ Affinity Network participated in an annual Proud to Run 10k/5k event, taking advantage of the opportunity to capture the event with a picture alongside newly elected Chicago Mayor Lori Lightfoot.



Firm-Wide DEI Programming

We were pleased to feature a video interview with our client **Freddie Mac**, and conduct a meaningful panel discussion with our clients from **MetLife** and **Wintrust** at our All Attorney Meeting. We heard about what our clients expect from us, and talked through what they see as our areas of strengths and where we can improve.

We believe that our people perform best when they can bring their whole selves to the workplace. To that end, our continuing legal education (CLE) programs covered diversity, equity and inclusion as well as mental health and well-being.



DEI CLEs

Michelle Silverthorn, Founder and CEO of Inclusion Nation, a diversity consulting firm, presented two workshops. **“Removing the Mask”** was an interactive workshop that dove into the meaning masking and how Hinshaw can foster a culture of inclusion and belonging by implementing strategies to help increase authenticity throughout the firm. **“Now You See Us: How to Build a Culturally Competent Organization”** addressed the meaning of cultural competency by reviewing the cultural competency continuum – denial, polarization, minimization, acceptance, and adaptation. We then discussed the ten rules to create a culturally competent organization, and the practical steps necessary to obtain true cross-cultural understanding and inclusion.

Mental Health CLEs

Dr. Diana Uchiyama, Executive Director of the Lawyers’ Assistance Program, presented **“The Jaded Lawyer: Compassion Fatigue and Burnout,”** which discussed signs and symptoms of burnout and best practices for prevention.

Dr. Inger Burnett-Zeigler, a licensed clinical psychologist and associate professor in the Department of Psychiatry and Behavioral Sciences, Feinberg School of Medicine at Northwestern University presented **“Mindfulness for Personal and Professional Wellness.”** The workshop provided an introduction to mindfulness and its key concepts, and provided useful techniques for becoming more mindfully present in one’s day-to-day life.

Lisa Smith, author of *Girl Walks Out of a Bar*, presented **“Substance Abuse and Mental Health Issues in the Legal Profession: The Facts and the Path Forward.”** Lisa discussed her story, how it related to the profession more broadly, and how we might think about these issues going forward.



Hinshaw's involvement at our Global Conference in Tokyo was instrumental in bringing new perspectives about diversity and emphasizing the importance of relationships to advance inclusion.



Diane O'Connell

Chair, New York State Bar Association (NYSBA)
International Section

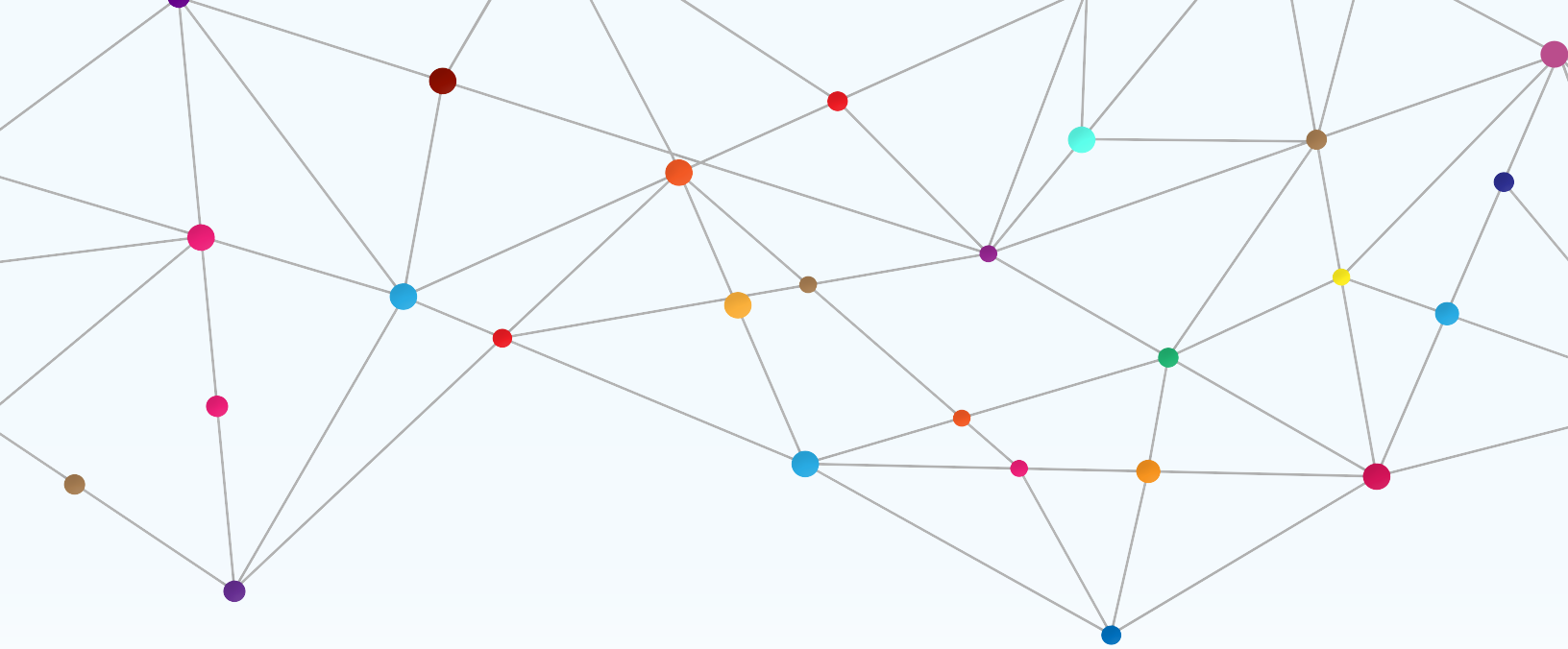


Hinshaw's diversity reception provided a unique way to learn about its DEI initiatives and get inspired about the way we all can partner together to impact the community.



Carlos Diaz-Padron

President, GIC Underwriters, Inc.
General Counsel, Granada Insurance
Company

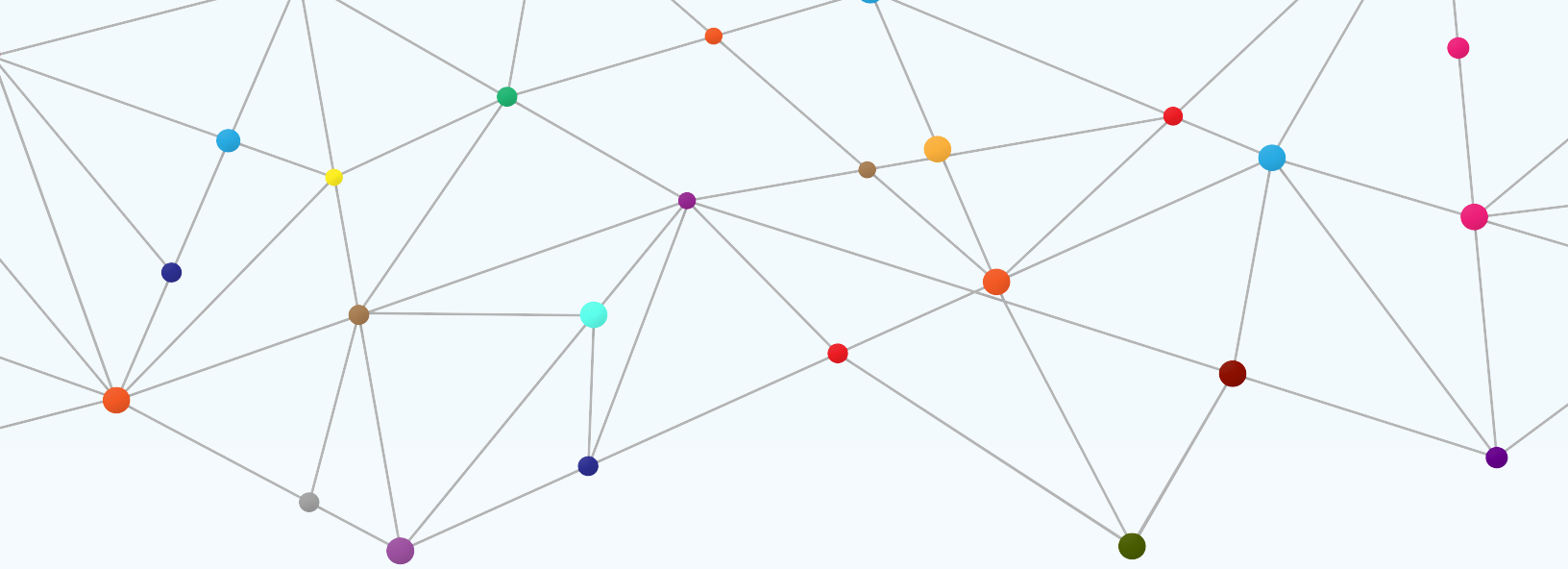


Affinity Networks

The **Hispanic Latino Affinity Network (HLAN)** had members from the San Francisco office attend the Latinx Partners & Associates Reception hosted by the Bar Association of San Francisco with the San Francisco La Raza Lawyers Association. Members at the local levels also took part in HLAN luncheon series. HLAN is led by Maria Quintero (San Francisco).

Several members of the **Asian Pacific American Affinity Network (APAAN)** attended the annual National Asian Pacific American Bar Association (NAPABA) conference. Randy Aoyama, a partner in our Phoenix office who serves a chair of Hinshaw's APAAN, was a panelist on the presentation "How to Become Insurance Panel Counsel & Tips on Ethical Issues Arising in Representing Clients." New York-based partner Connie Montoya was a member of the "Luncheon Plenary - Fred Korematsu's Fight for Justice: A Reenactment of *Korematsu v. United States*." Last year, APAAN members also hosted a mixology class for clients presented by Hollow Leg, a woman-owned business. Randy Aoyama (Phoenix) leads APAAN.

The **Black Attorney Affinity Network (BAAN)** hosted "The Balancing Act: Client Advocacy and Professionalism during Litigation" moderated by BAAN member, Jessica Watkins. The panel of judges discussed the importance of maintaining professionalism to both the court and opposing counsel during case management hearings, contested motion hearings, and appellate oral arguments, and during motion practices. They offered strategies and tips for striking the balance between advocacy and professionalism. BAAN is led by Thaddeus Harrell (Chicago) and Tricia Pride (Los Angeles).



The **LGBTQ Affinity Network** hosted its first Retreat and Allies meeting with a business development session by Rob Randolph, an executive business development specialist. The session explored how different workplace styles impact the selling and buying of services, and spoke to individual styles and how to adapt to client styles to win more business. The retreat also allowed members of the LGBTQ Affinity network, who were visiting from across the firm, to connect and share ideas. David Alfini (Chicago) and Todd Young (Chicago) lead LGBTQ.

The **Women Attorneys Network (WAN)** held various events nationally and locally, including book club and TedX roundtable luncheons. One highlight was the two-part interactive Business Development Workshop with Shelia Murphy, President of Focus Forward Consulting. It focused on developing “career success” through client service, branding, and networking. Attendees received pragmatic advice that further strengthened their personal brand and network. Suzanne Jones (Minneapolis), Kathleen Kelly (Boston), and Misty Murray (Los Angeles) lead WAN.

Affinity Group Partnership – The **LGBTQ Affinity Network** and **WAN** came together for an exciting Women’s History Month event. The “Celebrating Intersectionality: Queer Women Entrepreneurs” panel dug into the panelists journeys and made for compelling conversation about how their identities have shaped their paths, leading to lessons from which everyone could learn. Affinity Group collaboration builds allyship and is a key goal for the coming year.

DEI Committee

Our Diversity, Equity and 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 initiative at Hinshaw.



**Albert
Angelo**
Chicago



**Barbara
Fernandez**
Miami



**Pedro
Hernandez**
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



**Tricia
Pride**
Los Angeles



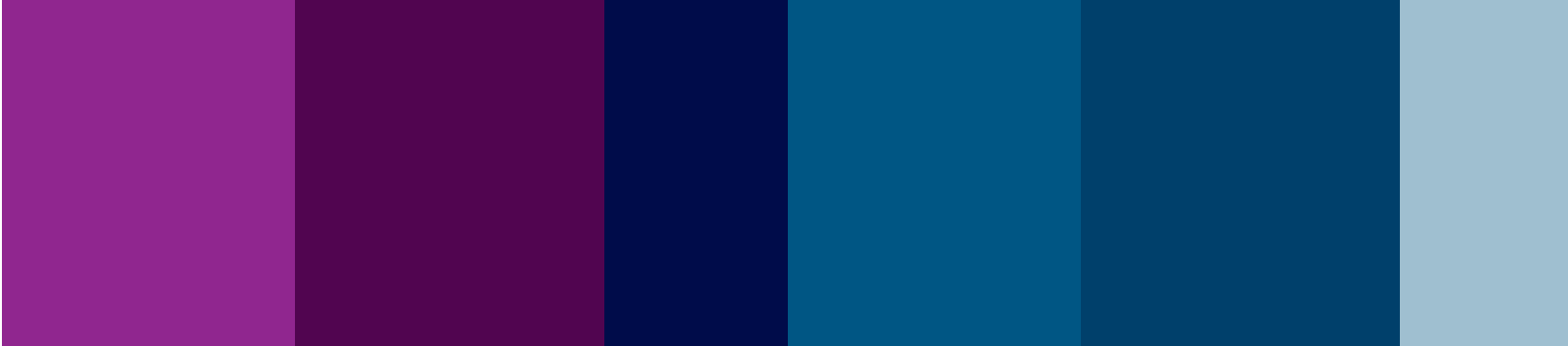
**Vaishali
Rao**
Chicago



**Robert
Romero**
San Francisco



**Ellen
Silverman**
New York




Hinshaw has a longstanding commitment to ensure that our firm reflects the diversity of the world in which we live and work. We strongly believe that encouraging and supporting all of our attorneys, and celebrating their unique contributions, will foster positive business, economic and social growth for our firm and the communities we serve.

We focus on three-fold 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.

Want to learn more?

Visit hinshawlaw.com/diversity



Hinshaw & Culbertson LLP is a U.S based law firm with offices in 11 states and London. The firm's national reputation spans the insurance industry, the professional services sector—including representation of law firms and lawyers—and other highly regulated industries, such as banking and finance and the debt collection sector. Hinshaw also provides a series of closely coordinated litigation, business advisory and transactional services to clients of all sizes as well as governmental and public sector entities.

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