



# DIVERSITY, EQUITY & INCLUSION

Annual Report 2021

# Hinshaw – Progressing Up and Keeping Injustices Out

Some say 2020 was a “racial awakening,” but we’ve been cognizant for centuries that the world is not “equal” nor “equitable” for some groups. Yet the year taught us that it is no longer acceptable to be allies on the cheering squad supporting from afar. No, we need accomplices in the trenches, on the field, in the crosshairs. At Hinshaw, we witnessed a grand chorus of support, members of every affinity, colors of every shade, chanting “Black Lives Matter,” “no justice no peace,” in a resounding demand for social and systemic justice. We are confident this is only a rising crescendo; that the growing diversity of our world and our commitment to proactive inclusion will not be a passing phase of a pandemic. Reversion to collective obliviousness and comfort with resources constricted to only the upper echelon is no longer an acceptable norm. No, this is a permanent momentum swing towards the arc of justice that expands the pie for everyone. Hinshaw is committed to this change. We are focused on this success. COVID may have sickened us, but authentic community is our remedy and cure.



**D.L. Morriss**  
*DEI Partner*



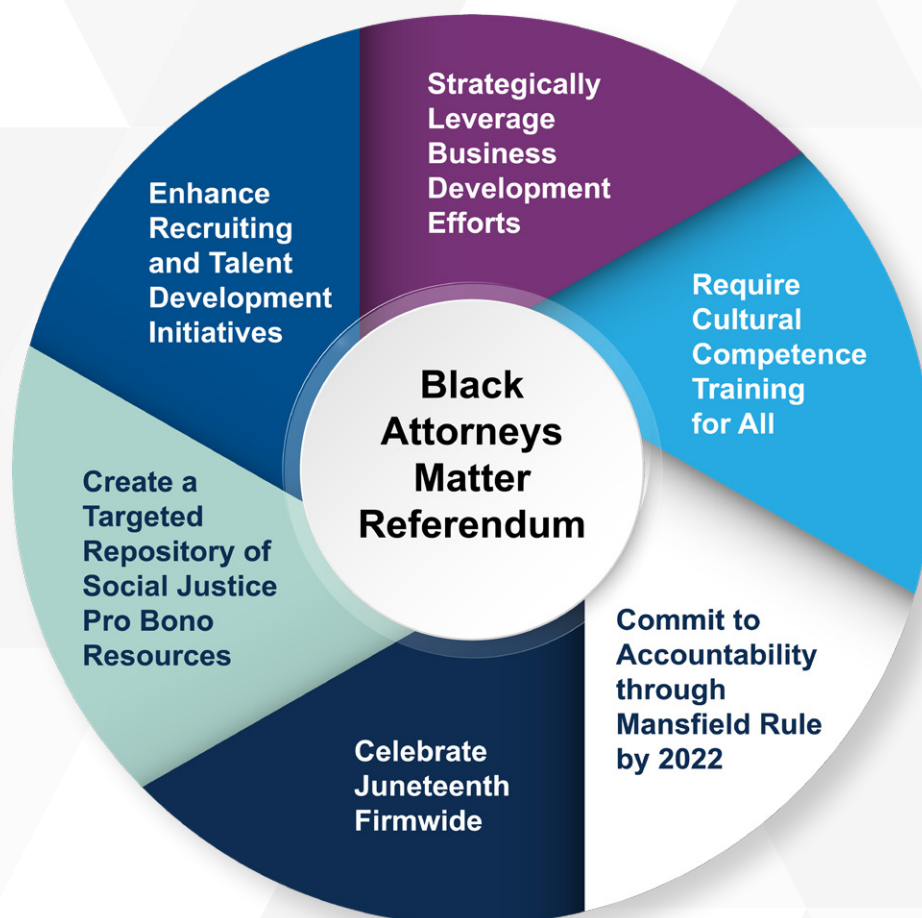
**Alexandria Ray**  
*DEI Lead*

# Hinshaw's Black Attorneys Matter Referendum

The events surrounding the death of George Floyd amidst a global pandemic have awakened the world to the importance of being proactively inclusive in issues of racial justice. The Hinshaw **Black Attorneys Matter Referendum** represents our firm's commitment to further the interests of racial justice by development of initiatives that will focus on Black and other diverse attorneys with the following goals:

- ◆ Strengthen Hinshaw's diversity and inclusion efforts
- ◆ Integrate diversity into client experiences
- ◆ Position Hinshaw as a law firm leader that celebrates differences as a key strength

To effectuate these goals, Hinshaw committed to develop and enhance strategies around recruitment, talent development, business development and marketing, cultural awareness, and pro bono initiatives to benefit our Black and diverse attorneys. These strategies are part of the ongoing commitment and holistic effort of Hinshaw to become proactively inclusive, to demonstrate how diversity, equity and inclusion matters, and to support the need for systemic change.



## By the Numbers

Reflecting on our DEI metrics at the close of 2020, we saw the following growth highlights despite the pandemic:

- ◆ We increased our total number of **Attorneys of Color** with the **greatest gains being a 33% increase for our Black Associates**.
- ◆ **Black Attorneys** overall saw a **12% increase**.
- ◆ **Hispanic/Latino Partners** grew **24%**.
- ◆ **Asian Attorneys** ended the year with a **6% increase** in ranks.
- ◆ There was a slight dip overall in Women Attorneys and LGBTQ Attorneys, however, we increased both our **Women of Color Associates by 5%** and **LGBTQ Non-Capital Partners by 33%**.
- ◆ We also recognize the **13 Veteran Attorneys**, including one Veteran Attorney of Color, contributing to our new employee resource group (ERG).

Although many of these numbers are marginal, they are progressive and give insight on where we can continue to improve.

Improving on our DEI metrics, transparent reporting, and integrating DEI at every level are key goals for 2021.

**2019**

**Diverse Attorneys**



**42%**

**2020**

**Diverse Attorneys**



**38%**



Total Attorneys		2019	2020		2019	2020
American Indian/Alaska Native		0%	0%	Women	33%	32%
Asian		4%	4%	Men	67%	68%
Black/African American		4%	4%			
Hispanic/Latino		9%	9%			
Two or More		1%	2%			
White		82%	82%			
LGBTQ		3%	3%			

All Partners						
American Indian/Alaska Native		0%	0%	Women	24%	25%
Asian		4%	3%	Men	76%	75%
Black/African American		2%	2%			
Hispanic/Latino		5%	6%			
Two or More		0.3%	0.4%			
White		89%	89%			
LGBTQ		3%	2%			

Equity Partners						
American Indian/Alaska Native		0%	0%	Women	14%	15%
Asian		2%	2%	Men	86%	85%
Black/African American		2%	1%			
Hispanic/Latino		4%	4%			
Two or More		0%	0%			
White		92%	93%			
LGBTQ		2%	2%			

Associates						
American Indian/Alaska Native		0%	0%	Women	49%	48%
Asian		4%	5%	Men	51%	52%
Black/African American		6%	9%			
Hispanic/Latino		16%	13%			
Two or More		3%	4%			
White		71%	69%			
LGBTQ		5%	4%			

Partner Promotions						
American Indian/Alaska Native		0%	0%	Women	27%	40%
Asian		0%	0%	Men	73%	60%
Black/African American		7%	5%			
Hispanic/Latino		27%	5%			
Two or More		0%	0%			
White		67%	90%			
LGBTQ		13%	5%			

## Some Thoughtful Consideration

Our senior management and executive leaders were asked to provide one word or phrase to describe the following:

2020 taught us....

patience **PERSEVERANCE**  
**RACIAL** *persistent obstacles*  
**INJUSTICE** *INEQUITIES*  
**RESILIENCY**  
institutional racism  
endurance

My intention for 2021 will be....

*actively supporting change*

appreciation addressing implicit bias **UNITY**  
**compromise is** pursuing  
**not weakness** life goals  
**openness**

resiliency

## We're Proud to Share

### **Conrad Nowak Recognized in *Crain's* Chicago 2020 Notable Veteran Executives.**

In November 2020, Conrad Nowak (Chicago) was recognized in *Crain's* list of 2020 Notable Veteran Executives. Conrad has been a tireless advocate for veterans—within Hinshaw and the legal community—promoting career opportunities and professional advancement. As the chair of our Veteran's Employee Resource Group, he has played a key role in developing and implementing firm programming to recruit, retain and advance the careers of our attorneys and staff members who have served in the military. His efforts extend far beyond the firm, as he works actively nationwide through various organizations to raise awareness and funds for the prevention of veterans' suicide and mental health treatment.



### **April Toy Graduated from Mujeres de HACE (Hispanic Alliance for Career Enhancement).**

On December 1, 2020, April Toy (Milwaukee) was a key note speaker for the 2020 Mujeres de HACE graduating class and was the firm's inaugural candidate to participate in the program. The women's only leadership program is designed to give skills and professional development based on a culturally relevant curricula and offer attendees a network of support of similarly situated women across the country.



### **Richard Polony Selected Among *Crain's* Chicago 2020 Notable Minorities in Law.**

Rich Polony (Chicago) has a long history of supporting and promoting the advancement of Hispanics and minorities—within the legal industry and his community. As a founder of Hinshaw's Hispanic Affinity Network, he has played an integral role in developing and implementing programming to enhance recruitment, retention and advancement of Hispanics and other minority attorneys and staff. He also has greatly enhanced opportunities for minority attorneys nationwide through his service on the Hispanic National Bar Association and the Hispanic Lawyers Association of Illinois.



### **Perfect Rating on the Corporate Equality Index 11 Years in a Row.**

For the eleventh consecutive year, the firm was awarded a perfect score of 100 on the 2020 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.





## Still Making a Difference Virtually

We believe that our people perform best when they can bring their whole selves to the workplace, even if it is from home. To that end, our continuing legal education (CLE) programs covered diversity and inclusion as well as mental health and well-being. 2020 was a busy year for DEI at Hinshaw. Here are just a few things that our attorneys and staff participated in:

### **Martin Luther King Jr. Day of Service Partnership with World Vision, New York Cares, Chicago Cares, and L.A. Works.**

On January 20, 2020, over 22 members of our firm participated in activities across the country, making an impact in the communities where we work and live. To make participation interesting, we held an office-to-office participation competition. The New York Office, led by Partners in Charge, Ellen Silverman and Schuyler Kraus, won the 2020 Hinshaw MLK Day of Service Award and a gift card toward office celebrations!

### **From Day One Conferences on Affinity Groups and Inclusive Leadership.**

Hinshaw was a conference sponsor at the May event and D.L. Morriss, Hinshaw's DEI Partner, along with David Alfini, Co-Chair of both the firm's Mentoring Program and the LGBTQ Affinity Network, served as panelists for a webinar titled "How Employee Resource Groups Drive Diversity," on May 28, 2020. The presentation explored how employee resource groups can help prevent the regression of diversity and inclusion in corporations during times of economic crisis.

At the December 2020 conference focused on "Inclusive Leadership in 2021: Creating Diversity, Accountability and Real Equity," Hinshaw's Diversity, Equity & Inclusion Lead, Alexandria Ray, was a panelist on the topic of "Giving Diversity Leaders the Clout They Need."

### **Cecilia Loving Spoke to the Firm on Racial Inclusion.**

On July 9, 2020, Ms. Loving, Deputy Commissioner and Chief Diversity Officer for the Fire Department of New York, facilitated a **Racial Inclusion Circle Discussion** for Hinshaw HQ, which included attendees of over 80 staff and attorneys. The event was highly interactive where participants engaged in exchange of stories on racial inclusion and learned the importance of working together to advance authentic diversity, equity and inclusion goals.



### **Library of Progress Created.**

As part of our ongoing response to 2020 events, we created a “Library of Progress” on our intranet. The Library of Progress includes reference materials recommended by the Black Attorney Affinity Network, DEI thought leaders, and other firm employees. The Library of Progress was formed to create a place for employees to share and advance education on diversity matters.

### **2020 Hispanic National Bar Association Corporate Counsel Conference & Annual Convention Presentation.**

Hinshaw’s Diane Webster (Chicago) spoke on a panel presentation titled “Best Practices in Litigation Management,” at the Hispanic National Bar Association/Vision in Action’s (HNBA/VIA) Corporate Counsel Conference & Annual Convention 2020 (CCC-AC2020) on September 24, 2020. The program explored some of the top best practices in claims and litigation management. The CCC-AC2020 was focused on two themes: “Together We Rise” and “StayConnected.” Recognizing the challenges 2020 presented, this event aimed to inform and unite the HNBA/VIA and its partners in an effort to advance diversity and inclusion among Hispanic legal professionals and the communities in which they serve.

### **Exploring the Impact of Gender Bias on Women in Law.**

Hinshaw’s Alyssa Johnson (Milwaukee) and Mollie Kugler (Milwaukee) presented a webinar titled “Overcoming Gender Bias and Advancing in the Legal Profession for Women,” on December 15, 2020. Hosted by the National Business Institute (NBI), the program examined gender bias in the legal profession, including discussion on issues such as the gender pay gap, the retention of women in law, and challenges confronting women of color.

### **First BAAN Retreat With Firm Management.**

On October 8, 2020, Hinshaw hosted Cecilia Loving, Deputy Commissioner, Chief Diversity and Inclusion Officer of the New York City Fire Department, to facilitate a virtual retreat between the firm’s Black Attorney Affinity Network (BAAN), Management Committee and Practice Group Leaders. The two-hour event included a presentation on implicit bias and best practices on creating a culture of belonging. The group also engaged in small group breakouts to discuss the lived experience of BAAN members in light of the summer’s racial justice happenings and ways relationship building with firm leadership could aid professional development. Attendees commented afterwards that the event was “eye opening,” “dynamic,” and “genuinely moving.”

### **Innovation Today for Tomorrow’s Opportunities.**

In July 2020, DL Morriss, Diversity Equity & Inclusion Partner, and Connie Montoya, Labor & Employment Partner, facilitated a client continuing legal education program entitled, “Innovation Today for Tomorrow’s Opportunities.” The program explored the ways blind spot bias, racial identity development, and inclusion mindedness improves our legal profession. The program also addressed recent court decisions on workplace discrimination and ways to best foster a culture of belonging in the workplace.

### **Transgender Day of Remembrance.**

In observance of International Transgender Day of Remembrance on November 20, 2020, Hinshaw’s LGBTQ Affinity Network hosted a virtual event moderated by Vincent Rizzo and held in partnership with LAGBAC (Chicago’s LGBTQ+ Bar Association), which featured Cook County Judge-Elect, Jill Rose Quinn and Alexis Martinez. Gains of the transgender community were discussed, while also remembering the lives of many lost due to issues of discrimination and hate. We reflected on the work that we each play in our individual networks to exemplify appropriate behavior and to abhor conduct meant only to cause division and hate.

## Firmwide Initiatives

Since adoption of the **Hinshaw DEI Matters Rule\*** in 2019, the firm saw meaningful increases in the candidate selection pool and hiring of diverse attorneys, leadership appointments and promotions. In particular, the firm's Executive Committee (the second-highest governing body) increased 27% in overall diverse attorneys. This included a 38% increase in women attorneys and 25% increase in attorneys of color. The firm also ended the year with 50% overall diverse attorneys as Office Partners in Charge, representing a 13% increase from the prior year.

*\*Our Hinshaw DEI Matters Rule established that at least 30% women, ethnically diverse, and LGBTQ+ lawyers should be considered for leadership and governance positions, senior associate and lateral partner openings, and capital and non-capital partnership promotions.*

Our firm has been a founding sponsor of **The Leadership Council of Legal Diversity (LCLD)** program and has been fortunate to have a fellow selected to several classes since 2011. Founded in 2009, the LCLD Committee has grown to an organization of more than 350 Members, who serve as either general counsel of major corporations or managing partners of the nation's leading law firms. United by a spirit of activism and personal commitment, LCLD Committee members participate widely in the programs they've created—leading by example, taking action, and challenging the legal profession to prepare future generations of diverse talent for the highest positions of leadership. Our firm's committee members are led by Diane Webster (Chicago) and Brian McGrath (New York).

**QuaranTeams.** As the firm transitioned to remote working, the members of Hinshaw's Associate Subcommittee for the Attorney Life Committee (ALC) began brainstorming new ways for Hinshaw associates to stay connected with each other. As a result of these discussions, the ALC Associate Subcommittee—consisting of members Lindsey Conley (Chicago), Alyssa Johnson (Milwaukee), Vincent Rizzo (Chicago), and Anthony Torrente (Miami)—launched the Associates QuaranTeams initiative. This completely voluntary undertaking is designed to give Hinshaw associates a space to not only discuss firm developments, but also gain perspectives from each other about how they are dealing with the challenges posed by the pandemic.

## Affinity Networks

**Asian Pacific American Affinity Network (APAAN)** advances, promotes and creates networking opportunities for Asian Pacific American attorneys in our firm. Leaders: Randy Aoyama (Phoenix) and Anju Suresh (Minneapolis).

**Black Attorney Affinity Network (BAAN)** promotes the inclusion and development of attorneys of color by creating a forum of communication and identifying and developing strategies for mentoring and professional development. Leaders: Thaddeus Harrell (Chicago) and Trevor Mosby (New Orleans).

**Hispanic Latino Attorney Network (HLAN)** provides a collaboration of experience, focused on the professional development of its members, and advises on issues of interest to the Hispanic and Latino communities on both a local and national level. Leaders: Maria Quintero (San Francisco) and Carlos Ortiz (Chicago).

**LGBTQ Affinity Network** focuses on attorney development, relationship building, and civic engagement to develop leaders and agents of change in our respective communities. Leaders: David Alfini (Chicago) and Todd Young (Chicago) lead LGBTQ.

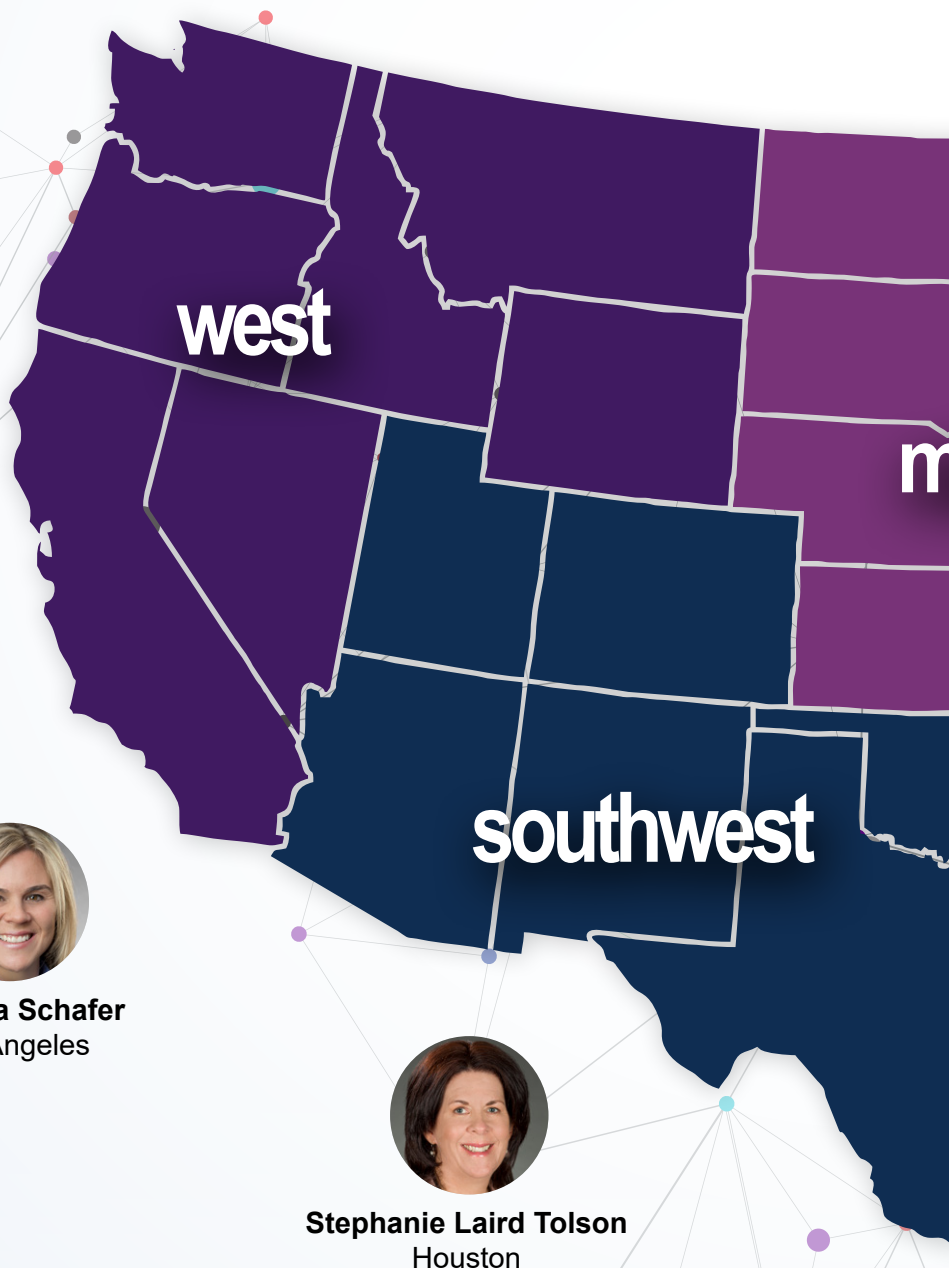
**Veterans Group** is the newest Employee Resource Group, established in 2020. The mission of the Veterans Employee Resource Group (Veterans ERG) is to embrace our proud community of employee veterans who support and encourage each other through shared experiences, veteran recruitment, career development, outward engagement, professional growth and retention. Bringing together our unique background of military service, we seek to harness these strengths to better serve our firm, community and clients. Leader: Conrad Nowak (Chicago).

**Women Attorneys Network (WAN)** is committed to creating and fostering an environment which contributes to the development and success of its women attorneys and enhances the visibility and recognition of women in leadership roles within the firm and in the legal profession. Leaders: Mollie Kugler (Milwaukee), Kathleen Kelly (Boston), and Ibi Davis-Ossuetta (Los Angeles).



# Diversity, Equity and Inclusion 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. In 2020, we had the opportunity to expand the DEI Committee across the firm. The group was able to look introspectively on what proactive inclusion looks like for our firm. And, we are proud to report that our DEI Committee and Affinity group leaders role modeled by identifying personal challenges and sharing their awareness of racial justice issues. Each committed to proactively engaging in continued learning and creating systems to interrupt the bias of other implicit factors.



**Jason Kim**  
Los Angeles



**Spencer Kook**  
Los Angeles



**Alexandria Ray**  
San Francisco



**Robert Romero**  
San Francisco



**Mellissa Schafer**  
Los Angeles



**Stephanie Laird Tolson**  
Houston





**Albert Angelo**  
Chicago



**Mary Hess**  
Chicago



**Alyssa Johnson**  
Milwaukee



**Ambrose McCall**  
Peoria



**D.L. Morriss**  
Chicago



**Vaishali Rao**  
Chicago



**Kate Schnake**  
Chicago



**Hale Yazicioglu Lake**  
Boston



**Connie Montoya**  
New York



**Ellen Silverman**  
New York



**Heather LaSalle Alexis**  
New Orleans



**Barbara Fernandez**  
Miami



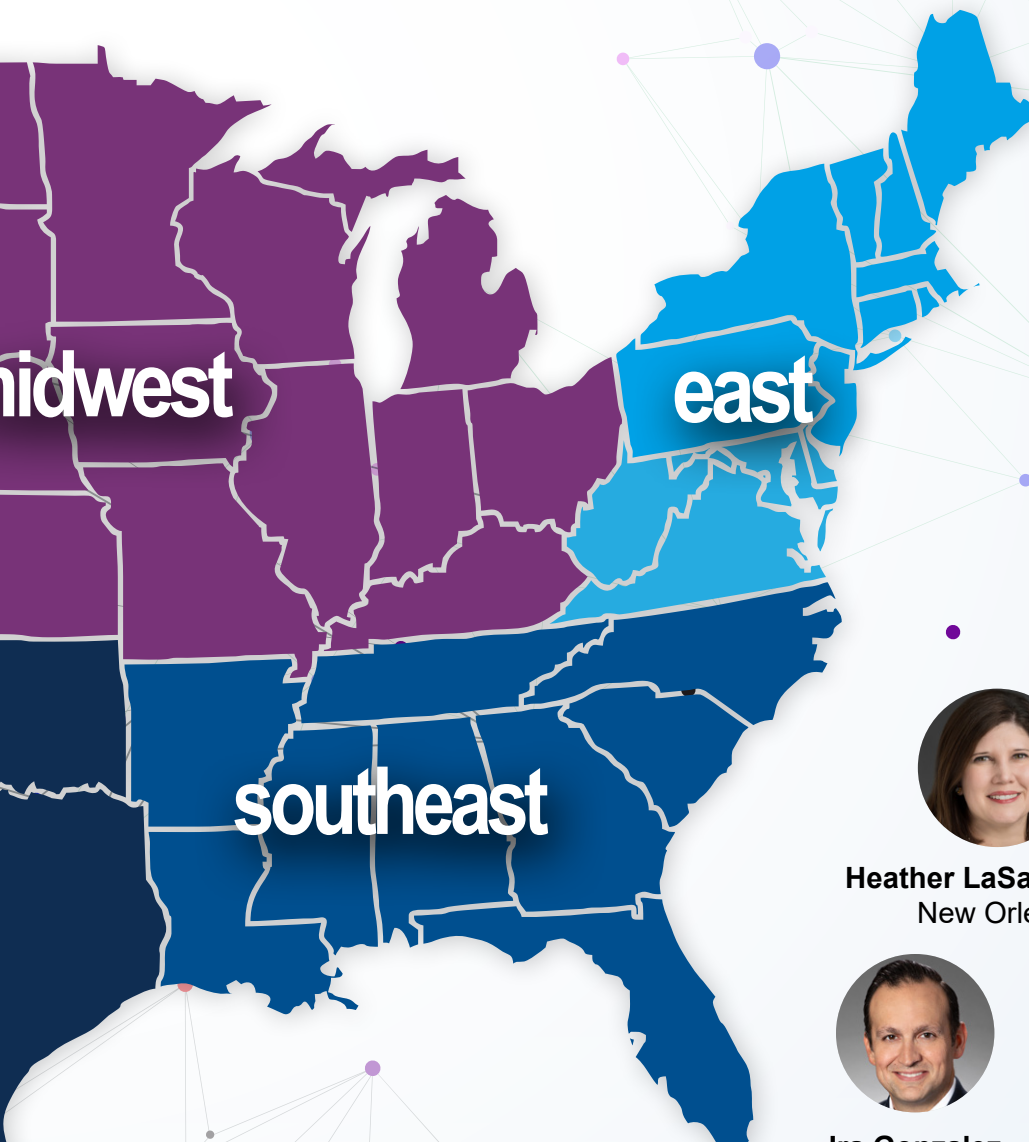
**Ira Gonzalez**  
Miami



**Pedro Hernandez**  
Miami



**Burke Lopez**  
Tampa





## At the end of 2021, our DEI efforts will result in....

Thinking prospectively, our key Management and Executive Leaders provided one word or phrase to describe what progress our DEI efforts would lend this year.

*more inclusive  
community*

**fairness**

*movement forward*

**RESPECT**

*harmony*

*leadership and partnership*

**positive  
progress**

**greater  
justice**




Hinshaw & Culbertson LLP 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 continue to 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](https://hinshawlaw.com/diversity)



Hinshaw & Culbertson LLP is a U.S. based law firm with offices nationwide and in London. The firm's national reputation spans the insurance industry, the financial services sector and other highly regulated industries. Hinshaw also serves as counsel to the professional services sector, and provides business advisory and transactional services to clients of all sizes. Visit [www.hinshawlaw.com](http://www.hinshawlaw.com) for more information and follow @Hinshaw on LinkedIn and Twitter.

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