

Hinshaw's LGBTQ Affinity Group Participates in Out & Equal Event; Chicago Partner Aimee Delaney Speaks

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On Thursday, September 14, 2017, Hinshaw Partners Todd Young, Aimee Delaney and David Alfini participated in an Out & Equal program titled “Navigating the Changing Landscape of Corporate Diversity” at the Chicago offices of Schafer Condon Carter, a national branding agency. Hinshaw's LGBTQ Affinity Group—of which Young and Alfini are members—regularly supports and partners with Out & Equal Chicagoland.

Aimee Delaney, leader of Hinshaw's Labor & Employment Practice Group, spoke at the event about the social and political challenges that impact corporate diversity, the tensions and potential crises that can arise from these challenges and how organizations and individuals can respond to them or prevent them. During the panel discussion, Delaney stressed the importance of company policies that comply with local and federal laws and promote an inclusive culture. She also emphasized the importance of management buy-in when it comes to creating policies and supporting business resource groups (BRGs). Delaney advocated for LGBTQ-specific training programs geared toward managers and directors and highlighted the [LGBTQ Corporate Equality and Harassment Prevention program](#) that Hinshaw has developed for its clients, attorneys and staff. Educating managers and staff around sensitive issues involving LGBTQ clients and staff can help prevent crises.

Out & Equal Chicagoland works with leading Chicago area companies and organizations to promote LGBTQ workplace equality. This program was part of Out & Equal Chicagoland's “Citywide Pride” Event Series, which offers learning and networking events sponsored by Chicago area companies and organizations. The event series promotes lesbian, gay, bisexual and transgender diversity and inclusion in the workplace by sharing best practices, raising awareness of important issues, celebrating the contributions of LGBTQ people and facilitating connections between people and their organizations.

For more information on “[Navigating the Changing Landscape of Corporate Diversity](#),” view the brochure (PDF).

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