



We champion the visionaries.

Our philosophy is that inclusion is not about asking people to fit in, it's about creating a space where everyone belongs.

Diversity and Inclusion are essential components of Shook, Hardy and Bacon's vision statement—"a diverse environment where everyone is respected, feels appreciated and experiences fulfillment and enjoyment through meaningful contributions" is at the core of who we are as a firm.



HUMAN RIGHTS CAMPAIGN
Best Places to Work for LGBTQ Equality
100% Corporate Equality Index
2009-2022



WOMEN IN LAW EMPOWERMENT FORUM
Gold Standard Certification
2011-2022



WORKING MOTHER MAGAZINE
Best Law Firms for Women
2008, 2009, 2011, 2013, 2014, 2016-2021



LAW360 GLASS CEILING REPORT
Best Law Firms for Female Attorneys
"Ceiling Smasher"
2019-2021



LAW360
Diversity Snapshot
Ranked Top 30 in Minority Representation
2020



NATIONAL LAW JOURNAL
"500 Women in Law" Scorecard
Ranked Top 25 Law Firm of the Women's Scorecard
2020



LEADERSHIP COUNCIL ON LEGAL DIVERSITY
Compass Award
2019



MCCA
Vashon Award for Diversity Innovation
2018



Mansfield Rule™
Certified 2022

Shook achieved **Mansfield Rule Certification 5.0** after a year-long evaluation process of tracking and measuring the number of underrepresented attorneys for leadership roles, senior-level lateral hiring, promotions to equity partnership and participation in pitch meetings.

BY THE NUMBERS

18

SHOOK OFFICE LOCATIONS

523

TOTAL SHOOK ATTORNEYS

217

WOMEN ATTORNEYS

105

MINORITY ATTORNEYS

45%

WOMEN MEMBERS ON HIGHEST GOVERNANCE COMMITTEE

36%

ETHNIC MINORITY AND LGBTQ MEMBERS ON HIGHEST GOVERNANCE COMMITTEE