

LGBT INITIATIVES

2012



D I V E R S I T Y
EXCELLENCE | EDUCATION | EQUITY

Advancing Diversity in the Workplace

Diversity is an essential component of Shook, Hardy & Bacon's vision statement, which provides, in part, that SHB is deeply passionate about sustaining "a diverse environment where everyone is respected, feels appreciated and experiences fulfillment and enjoyment through meaningful contributions." The firm's equal opportunity policy explicitly bars discrimination based on sexual orientation and gender identity, and domestic partner benefits apply to same-sex relationships.

SHB participates in the Human Rights Campaign's (HRC's) Corporate Equality Index, a yearly survey that rates workplace policies and practices ensuring equal rights and opportunities for lesbian, gay, bisexual, and transgender individuals. The firm earned a top rating of 100 percent in the 2012 survey.

In July 2009, SHB joined with the Servicemembers Legal Defense Network (SLDN) and others in presenting the Freedom to Serve Forum in commemoration of the 61st anniversary of President Truman's Executive Order 9981 ending racial segregation in the U.S. armed forces. Held at the Harry S. Truman Library & Museum in Independence,

Missouri, the event featured Truman family members and other distinguished panelists, such as Colonel Margarethe Cammermeyer (ret.), in a lively discussion of discrimination in the armed forces, initiatives to address it and remaining diversity challenges. Other involvement with SLDN includes co-sponsorship of its 20th Annual National Dinner in March 2012.

The firm participates as a recruiter at the National LGBT Bar Association's Annual Career Fair & Conference and co-sponsors the organization's Out & Proud Corporate Counsel Receptions around the nation.



Shook,
Hardy &
Bacon_{L.L.P.}

SHB Kansas City

- SHB is an active supporter of the Kansas City chapter of Out & Equal Workplace Advocates.
- Kansas City-based lawyers at SHB regularly help individuals legally change their names after gender reassignment and counsel LGBT couples who want to adopt children.
- Kansas City attorneys provide ongoing pro bono legal assistance to Show Me Pride, the organization responsible for the city's annual Pride celebration.
- SHB is a gold-level sponsor of KC LEGAL, an LGBT bar organization.
- SHB co-sponsors the Heartland Men's Chorus annual Dinner of Note fundraiser.
- The firm is actively involved with the Kansas City Steering Committee of HRC. Such involvement includes co-sponsoring Annual Celebrations of Equality and co-sponsoring HRC Kansas City's annual golf tournament.
- SHB co-sponsors the Dining by Design fundraisers benefiting the Design Industries Foundation Against AIDS.
- SHB sponsored a forum and Q&A discussion with playwright Marc Wolf following a January 2011 performance of "Another American: Asking and Telling" at the Kansas City Repertory Theatre.

SHB San Francisco

- SHB provided financial support to Equality California's "No on 8" campaign; SHB attorney and staff volunteers worked "No on 8" phone banks and participated in election day protests.
- SHB attorneys are involved with the Eviction Defense Collaborative, a group dedicated to defending and settling eviction issues. Our lawyers have specifically looked for evidence of AIDS-related and sexual orientation-related discrimination as a basis for improper eviction proceedings on behalf of the AIDS Legal Referral Panel.
- SHB attorneys actively support the Bar Association of San Francisco's Food from the Bar Food Drive, a campaign that targets various in-need populations, including individuals with HIV/AIDS.
- An SHB San Francisco partner is a member of the O'Shea Foundation Board of Directors; at her request, O'Shea has directed funding to the Positive Resource Center, a provider of benefits counseling and employment services to those affected by or at risk for HIV/AIDS.
- Our attorneys defend and advocate for disabled tenants' right to own and live with their companion animals through PAWS (a San Francisco-based group that provides for the needs of companion animals for low-income individuals with HIV/AIDS). SHB co-sponsors the organization's annual Petchitecture fundraiser.
- SHB co-sponsors the Bay Area Lawyers for Individual Freedom annual dinners.



Best Places To Work for LGBT Equality

Human Rights Campaign | 2010 - 2012
100% Corporate Equality Index



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