

Diversity & Inclusion Newsletter

Spring 2022 Issue

SHOOK
HARDY & BACON

SHOOK'S D&I VISION

Diversity and inclusion are essential components of Shook, Hardy & 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.

For two years, we have all dealt with sheltering at home due to the COVID-19 pandemic. Like many law firms, Shook has had to reimagine our workplace. We are proud of the progress we have made, even during this challenging time. We continue to strive for the engagement of our attorneys and professional staff, and are making strides towards that goal.

Below are highlights of a few of our programs.

CLIENT DIVERSITY ADVISORY COUNCIL (CDAC)

Shook continues to host meetings of the Client Diversity Advisory Council ("CDAC"), which was launched in 2020, to create a collaboration platform for our firm and key clients to advance our shared passion for improving diversity, both within our firm and within the legal profession. Our goal is to host quarterly meetings with our client members to share best practices, create partnering opportunities, and provide each other input on our programs and initiatives.

DIVERSITY SUPPLIER PROGRAM

Although Shook has historically been a supporter of diverse suppliers, in 2021, Shook formally committed to a Diversity Supplier Pledge through a CEO to CEO Challenge offered by KC SourceLink and KC Rising. This pledge is a commitment to establish an internal accountability framework around intentional, inclusive procurement to include data tracking and reporting of new and existing vendors. At least once a year, Shook will formally report to these organizations as part of an annual progress report.

EMPLOYEE RESOURCE GROUPS (ERGs)

Our Employee Resource Groups (ERGs) were launched in 2020 and now include Asian, Black, First Generation Professionals, LGBTQ+, LatinX and Veterans. Each group holds regular meetings and plans group events designed to share a bit of the ERG group culture with their members. Additionally, they offer professional development opportunities, engage in recruiting efforts and are participating in and leading related *pro bono* matters. The ERGs are voluntary, employee-led groups whose aim is to foster a diverse, inclusive workplace and provide both attorneys and professional staff a space to discuss topics important to them in a safe and supportive environment.

FIRM-WIDE PULSE SURVEY

Shook plans to conduct a firm-wide pulse survey during the second quarter of 2022. An outside consultant will administer the survey and analyze the results, along with information on firm policies, input from key leadership and feedback from former attorneys and professional staff. This will result in a summary of key findings, as well as strategic recommendations, which will assist Shook leadership and relevant committees in evaluating, updating and revising current organizational policies and practices to support diversity and inclusion strategic goals.

THE HONORABLE JUDGE JON GRAY LAWYERS LEADERSHIP ACADEMY

This 18-month program is designed for a class of six to seven high potential, high performing, senior associates within two to three years of partnership consideration. It pairs a Fellow with a Champion, who assists in building acumen in leadership, executive presence, client-facing opportunities and business development, in addition to meaningful work-building trial practice skills. In our inaugural program, one third of both the Champions and Fellows are women and three of the Fellows have been promoted to Partner. Our first graduation is planned for April, and our next class has been finalized and is formally underway.

MANSFIELD RULE CERTIFICATION

Shook is participating in the Mansfield Rule Certification 5.0 launched in July 2021. By achieving Mansfield Rule Certification, firms are recognized for affirmatively considering 30% women, lawyers of color, LGBTQ+ and differently-abled lawyers in various roles, including promotions to equity partners, leadership, and inclusion in formal pitch presentations. Although we have always done much of this informally, with our participation in this process, we are doing it formally and putting tracking systems in place. Mansfield Rule 5.0 adds accountability and builds on the firm's existing diversity initiatives developed over the past few years.

SHOOK DIVERSITY ADVOCATES

The Shook Diversity Advocates continue their roles of advancing the firm's diversity agenda within their respective offices. They coordinate resources and events locally, oversee program execution, promote firm diversity & inclusion initiatives, monitor and seek feedback on various initiatives and issues, and provide periodic updates.

SMALL GROUP CONVERSATIONS

Shook's Chair of Diversity & Inclusion Initiatives and Director of Strategic Diversity Initiatives continue to host Small Group Conversations. This gives minority individuals a chance to join intimate group discussions in a safe environment, where they engage in candid conversations about systemic racism and social injustices, as well as share any issues and concerns they face in their roles.

SHOOK SCHOLARS INSTITUTE

Diverse law students from across the country apply for this Institute, an innovative diversity and inclusion focused development program with concentration in the areas of litigation and trial skills, inclusive leadership development and career success strategies. In our 5th iteration of this program, being held in April, we expanded our students from 12 to 16 to allow us to draw candidates from a larger group of universities. These 1L students attend this 3-day intensive program designed to give law students the rare opportunity to learn from a litigation powerhouse in an interactive, small group setting led by Shook attorneys. It provides students with critical development experiences, while introducing them to valuable relationships and networks. Each law student is partnered with a Shook mentor, who serves in this capacity throughout the duration of the student's law school career.

SHOOK'S SOCIAL CIRCUIT

As we are returning to a hybrid environment, we launched an app to help restore a sense of Firm community and engagement. The Shook Social Circuit will help facilitate connections with routine, frequent, formal and informal events that will build greater bonds and contribute to firm culture. Clicking on the app from the Firm's intranet creates the opportunity to see a number of outstanding events, accept invitations, or create an event. Individuals can select their interests and receive email invitations to events that fall within those interests. We are encouraging everyone's participation across the Firm and look forward to reconnecting!

SHOOK DIVERSITY & INCLUSION LEADERSHIP



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To view a message from our Chair of Diversity Initiatives, please click [here](#).

The D&I Committee was founded in 2005 as a grassroots effort by a group that believed in the value diversity brings to an organization. Those efforts were quickly supported by firm leaders and diversity was captured as a firm value. Today's Committee is a group of firm leaders tasked with being change agents who champion the concept of inclusion, assist in decision making, and ensure leadership accountability.

“We’re going somewhere; you should come along”
DIVERSITY & INCLUSION COMMITTEE 2022

<p>Madeleine McDonough Kansas City Ext. 19001 Firm Chair</p>	<p>John Lewis, Jr. Houston & Atlanta Ext. 64005 Office Managing Partner Chair of Diversity & Inclusion Initiatives</p>	<p>Lolly Cerda Kansas City Ext. 15023 Director of Strategic Diversity Initiatives</p>
<p>Annie Chuang San Francisco Ext. 60012 Partner, EC Liaison</p>	<p>Matt DePaz Kansas City Ext. 18005 Partner</p>	<p>Megan Egli Kansas City Ext. 22024 Partner</p>
<p>Caroline Gieser Atlanta Ext. 34002 Associate</p>	<p>Scott Michelman Houston Ext. 64017 Partner</p>	<p>Vaveca Moss Kansas City Ext. 39015 Director of Employee Relations</p>
<p>Lynn Murray Chicago Ext. 43010 Partner, Management Council</p>	<p>Barbara Thompson Kansas City Ext. 23034 Chief Human Resources Officer, Executive Operations Team</p>	<p>Greg Wu Kansas City Ext. 23009 Partner, Search Committee</p>

DIVERSITY & INCLUSION TEAM PROFESSIONAL STAFF

<p>Julie Buhler Kansas City Ext. 15579 Diversity & Inclusion Analyst</p>	<p>Nancy Nettle Kansas City Ext. 15580 Diversity & Inclusion Administrative Assistant III</p>
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