



We champion the visionaries.™

SHOOK  
HARDY & BACON

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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.

#4

OVERALL DIVERSITY (VAULT 2019)

280

TOTAL SHOOK WOMEN, MINORITY AND LGBTQ+ ATTORNEYS

Our journey toward inclusion has led us to champion visionary women, minorities, LGBTQ+, veterans and disabled attorneys throughout our ranks. With this approach, we are moving toward an organization equipped with leaders able to work across differences and leverage diversity.



### Shook Scholars Institute A Diversity Fellowship Program

The Shook Scholars Institute is 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. This 3-day intensive program is designed to give law students the rare opportunity to learn from a litigation powerhouse in an interactive, small group setting led by Shook's attorneys.

[SHB.COM/ABOUT/DIVERSITY](http://SHB.COM/ABOUT/DIVERSITY)

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#### BEST PRACTICES

- ONGOING LEADERSHIP TRAINING
- COMMUNITY ENGAGEMENT
- D+I COMMITMENT PLANS
- PATHWAYS TO INCLUSION
- COURAGEOUS CONVERSATIONS
- DIVERSITY MOVIE DIALOGUES
- DIVERSITY THROUGH THE ARTS

#### PIPELINE EFFORTS

- SHOOK SCHOLARS INSTITUTE
- SHB FOUNDATION
- HISPANIC NATIONAL BAR ASSOCIATION/MICROSOFT IP LAW INSTITUTE
- ABA'S JUDICIAL INTERN OPPORTUNITY PROGRAM SPONSORSHIP
- OUTREACH TO MINORITY STUDENT ORGANIZATIONS
- DIVERSITY WRITING PROGRAM
- RESUME AND INTERVIEW WORKSHOPS
- HIGH SCHOOL PIPELINE PROGRAMS

#### MEMBERSHIPS



## Initiatives + Pipeline Efforts

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## By the Numbers

280

TOTAL SHOOK WOMEN, MINORITY AND LGBTQ+ ATTORNEYS

487

TOTAL SHOOK ATTORNEYS

14

OFFICE LOCATIONS STRATEGICALLY LOCATED THROUGHOUT THE U.S. AND U.K.

41%

WOMEN ATTORNEYS

35%

17%

TOTAL MINORITY AND LGBTQ+ ATTORNEYS

16%

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U.S. AVERAGE\*

\*National Association for Law Placement (NALP) 2019 Report on Diversity

THE CHOICE OF A LAWYER IS AN IMPORTANT DECISION AND SHOULD NOT BE BASED SOLELY UPON ADVERTISEMENTS.

As of 05.31.2019

### Shook women partners serve as a catalyst for programs targeting the unique challenges facing women practitioners.

Among other things, the Women's Management Council (WMC) holds seminars for women associates to discuss the challenges of work/life integration and leadership opportunities. It also provides forums to network with successful women attorneys and judges in the greater legal community.

#### BEST PRACTICES

- Women's Management Council (WMC)
- Junior Women's Management Council (JWMC)
- Women's Leadership Edge Webinars
- Women in the Law Seminars
- Diversity Lab Hackathon
- Conferences Specific to Women

## Women Attorneys

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### Pathways to Inclusion

This live educational series is open to both attorneys and professional staff and focuses on key D+I issues such as race, disability, religion, gender bias, generational diversity, transgender realities in the workplace, implicit bias and building successful teams. It is hosted two to three times a year.

[Bit.ly/ShookWomenAttorneys](http://Bit.ly/ShookWomenAttorneys)

### We support attorneys of color through:

#### BEST PRACTICES

- Succession Planning
- Proactive Individual Engagement & Coaching
- Partner/Associate Networking Dinners
- Leadership Council on Legal Diversity (LCLD)
- Institute for Inclusion in the Legal Profession (IILP)
- Judicial Intern Opportunity Program (JIOP)
- National Minority Bar Association Memberships
- Corporate Counsel Women of Color Conference

## Attorneys of Color

Shook strives to create unique programming that assists in the engagement and advancement of all attorneys and to take the steps necessary to reach our ultimate goal of creating and maintaining an inclusive environment. We utilize diversity and inclusion efforts that are innovative, timely and effective to help us achieve our goals.

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### Diversity Retreat

Held every other year for attorneys of color and LGBTQ+ attorneys, this retreat is designed to invigorate, empower and position those attorneys through leadership and business development, networking and career advancement. These retreats allow minority attorneys to focus on their career needs and individually and collectively address how they can succeed at Shook.

[Bit.ly/ShookAttorneysOfColor](http://Bit.ly/ShookAttorneysOfColor)

### We are advancing and supporting LGBTQ+ initiatives across Shook, including:

#### BEST PRACTICES

- Human Rights Campaign (HRC) Corporate Equality Index (100% since 2009)
- PRIDE Celebrations
- AIDS Service Foundation
- Center for Legal Inclusiveness (CLI)
- Mid-America LGBT Chamber of Commerce (MALGBTCC)
- National Center for Transgender Equality
- AIDS Legal Referral Panel
- LGBTQ+ National Bar Associations
- Bay Area Lawyers for Individual Freedom (BALIF)
- Pro Bono LGBTQ+ Efforts
- Project Equality
- Affirmation Project

## LGBTQ+ Attorneys

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### Courageous Conversations

We continue to work on creating a safe space for Shook lawyers and professional staff to engage in difficult conversations. This has been a gradual and on-going process starting with initiatives such as our Pathways to Inclusion series, which focuses on controversial topics, training on implicit bias and cultural competency, and others. We emphasize the need to lean into discomfort. Our leaders model "how."

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## Accolades

MCCA Vashon Award for Diversity Innovation 2018



Best Places to Work for LGBTQ Equality  
Human Rights Campaign (2009 - 2019) 100% Corporate Equality Index



Gold Standard Certification  
Women in Law Empowerment Forum | 2011 - 2019



Best Law Firms for Women  
Working Mother/Flex-Time Lawyers (2008, 2009, 2011, 2013, 2014, 2016, 2017, 2018)



Living the Values Award  
The Coca-Cola Company (2008, 2013, 2015)



General Counsel Diversity Advancement Award  
The Coca-Cola Company | 2017



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