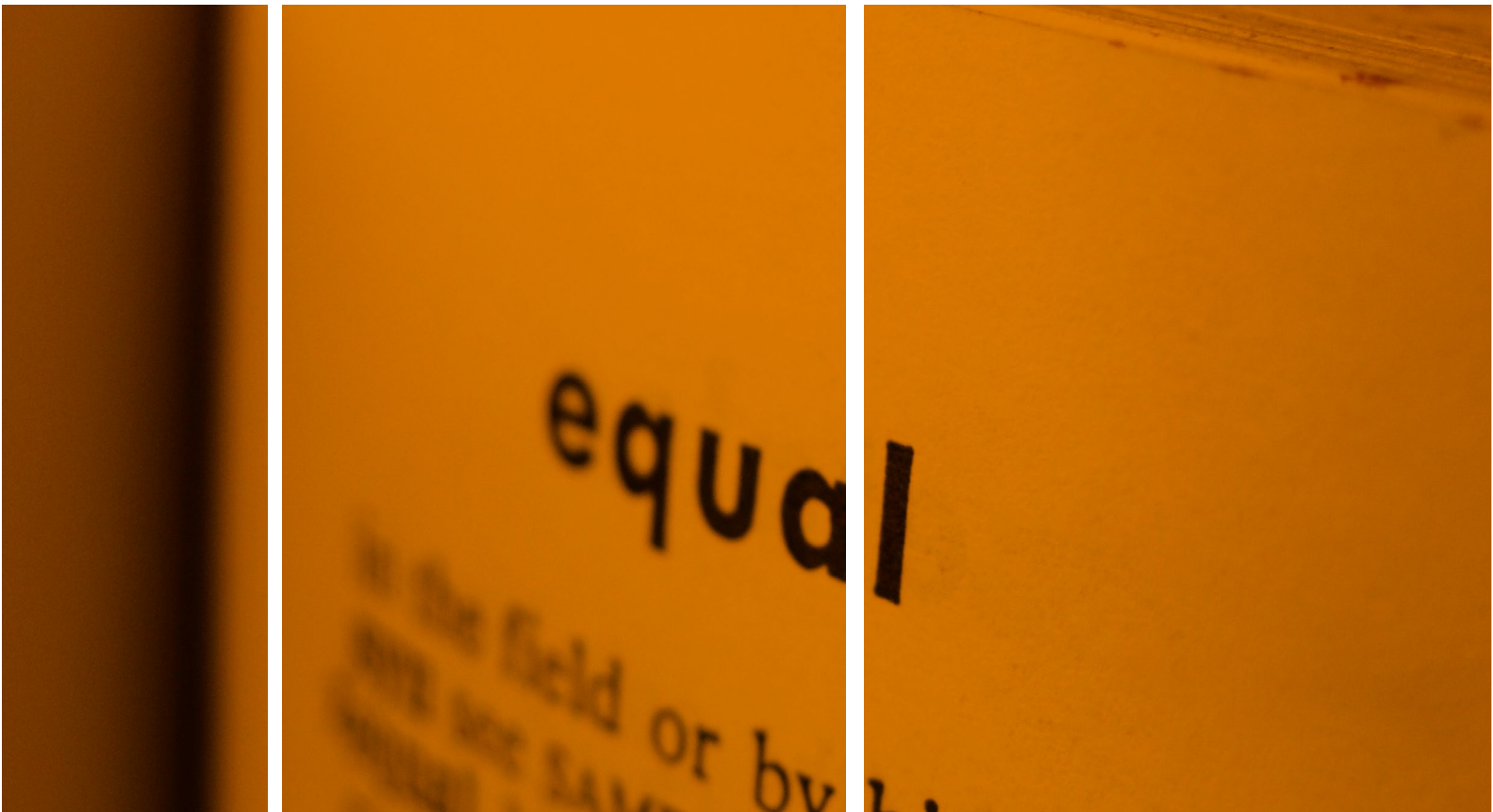


# LGBT INITIATIVES

2017



# Advancing Diversity and Inclusion in the Workplace

Diversity and inclusion are core values at Shook. Our equal opportunity policy explicitly bars discrimination based on sexual orientation, gender identity and gender expression. Our domestic partner benefits apply to same-sex relationships. Shook is actively involved with the Minority Corporate Counsel Association, Leadership Council on Legal Diversity, Institute for Inclusion in the Legal Profession, Center for Legal Inclusiveness, Bay Area Lawyers for Individual Freedom, KC LEGAL, and the National Center for Transgender Equality.

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.

We have hosted firmwide transgender inclusion workshops with author Ellen Krug, a former trial lawyer. Ellen presented an overview of unconscious bias relative to gender, sexual and general orientations, race, age and disability, as well as best practices relative to transgender inclusion in the workplace and judicial system.

Shook 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 has earned a top rating of 100 percent for nine consecutive years.

In July 2016, Shook was among 40 law firms that Equality Illinois recognized for "Raising the Bar" by providing a welcoming and affirming workplace for LGBT employees.

We are a member of the Business Coalition for Workplace Fairness, a group of U.S. employers that supports the Employment Non-Discrimination Act, federal legislation that would extend the same basic protections to LGBT employees that are already provided to other workers.

Shook's involvement with issues affecting LGBT service members and veterans includes having joined with OutServe-Servicemembers Legal Defense Network (SLDN) and others to present the 2009 Freedom to Serve Forum commemorating the 61<sup>st</sup> anniversary of President Harry Truman's Executive Order 9981 ending racial segregation in the U.S. armed forces.



Best Places to Work  
for LGBT Equality

Human Rights Campaign | 2009 - 2017  
100% Corporate Equality Index

## Kansas City

- We regularly help individuals legally change their names after gender reassignment and counsel LGBT couples who want to adopt children.
- We are a gold-level sponsor of KC LEGAL, an LGBT bar organization.
- Shook co-sponsors the Heartland Men's Chorus annual Dinner of Note fundraiser.
- Shook sponsors AIDS Bicycle Cruise, AIDS WALK and World AIDS Day events whose proceeds raise thousands of dollars benefiting local AIDS service organizations.
- We are actively involved with the Kansas City Steering Committee of HRC. Our involvement includes co-sponsoring the group's annual Celebrations of Equality.
- Shook is a member of the Mid-America Gay & Lesbian Chamber of Commerce and has hosted two of its Business Equality Conferences, as well as the 2014-2015 and 2016-2017 Barnes Leadership Series.
- We have a medical-legal partnership with the Gender Pathway Services Clinic at Children's Mercy Hospital, providing legal services to clinic patients' families.

## Miami

A Shook partner recently concluded representation of the appellee in a same-sex divorce proceeding before Florida's Third District Court of Appeal. The female spouses were legally married in Polk County, Iowa, in August 2009 and separated by mutual consent two years later. Without children or property, they simply sought to dissolve their marriage and be declared single individuals. The appellant filed a verified petition for dissolution in Miami-Dade County Circuit Court in June 2012, and our client admitted her allegations. A month later, the trial court, on its own motion, dismissed the petition under the state's Defense of Marriage Act (DOMA), ruling that "marriages between persons of the same sex entered into in any jurisdiction, are not recognized for any purpose in the state of Florida." Represented by the National Center for Lesbian Rights, the appellant appealed the dismissal, and Shook's partner, retained as appellate counsel by the appellee, prepared a brief to support the appellant's arguments that Florida's DOMA does not expressly prohibit Florida courts from dissolving same-sex marriages recognized in other states and that the lower court's interpretation raises due process and equal protection concerns.

## San Francisco

- Shook attorneys are involved with the Eviction Defense Collaborative, a group dedicated to defending and settling eviction issues. We 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.
- We 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.
- A Shook 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 group that provides for the needs of companion animals for low-income individuals with HIV/AIDS).
- We co-sponsor Bay Area Lawyers for Individual Freedom (BALIF) annual dinners. Writing on behalf of BALIF, a Shook attorney recently co-authored commentary in *LGBT Weekly* targeting the limited representation of open LGBT individuals in California's state and federal judiciary.

## Washington, D.C.

We are active with the National Center for Transgender Equality's Trans Legal Services Advisory Council. Our lawyers represent Center Global, a program of the DC Center that provides assistance to LGBTI individuals seeking asylum in the United States. We are helping Center Global with several legal matters and our lawyers will also be trained to handle individual asylum cases for the LGBTI community in D.C.



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