



NATIONAL LGBT BAR ASSOCIATION AND FOUNDATION

2021 VIRTUAL LAVENDER LAW® CONFERENCE & CAREER FAIR



THE LGBT
BAR

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2021 LAVENDER LAW VIRTUAL SCHEDULE

THE LAVENDER LAW® FEATURED PANELS will be held on **Wednesday, July 28** and **Thursday, July 29** beginning at **12:30 pm ET/9:30 am PT** and ending at approximately **3:45pm ET/12:45pm PT**. Please see below for more information regarding these panels, each of which will include a live Q&A opportunity for the audience. Earn CLE credit and join us for our annual “family reunion” – you won’t want to miss it!

GENERAL ATTENDANCE SESSION I:

The Work Ahead: LGBTQ+ Legal Issues Under the Biden/Harris Administration and the 117th Congress

Wednesday, July 28, 12:30-2:00pm Eastern Time

The advent of the Biden/Harris administration heralds a reboot of federal policy with respect to LGBTQ+ equity. The past four years of the Trump/Pence administration witnessed tremendous rollbacks of hard-won gains, such as the revocation of President Obama’s commitments to transgender servicemembers serving openly and equally, the elimination of sexual orientation and gender identity nondiscrimination provisions in Sec. 1557 of the Affordable Care Act, the issuance of Department of Education guidance falsely purporting that Title IX does not protect transgender students in schools, etc. Moreover, the former administration assailed the LGBTQ+ community with new harms, including regulations allowing homeless shelters to discriminate against transgender people, court briefs filed by the US Department of Justice taking the position that businesses must be permitted to opt out of complying with local pro-LGBTQ+ nondiscrimination laws, nominating anti-LGBTQ+ judges to the federal courts, and many more. This panel will discuss the progress that the Biden/Harris administration has made in working to reverse this damage and advance its stated commitment to LGBTQ+ equality. Our speakers will also explore the extent to which both the new President and the 117th Congress are likely to be able to achieve

significant progress toward the overall well-being of LGBTQ+ people, through avenues such as the Equality Act as well as other legislation which would disproportionately benefit LGBTQ+ people.

Speakers: **Alphonso David** (*Human Rights Campaign*); **Rodrigo Heng-Lehtinen** (*National Center for Transgender Equality*); **Pamela Karlan** (*Department of Justice*); **Sharon McGowan** (*Lambda Legal*); **Tobias Barrington Wolff** (*University of Pennsylvania Carey Law School*)

GENERAL ATTENDANCE SESSION II:

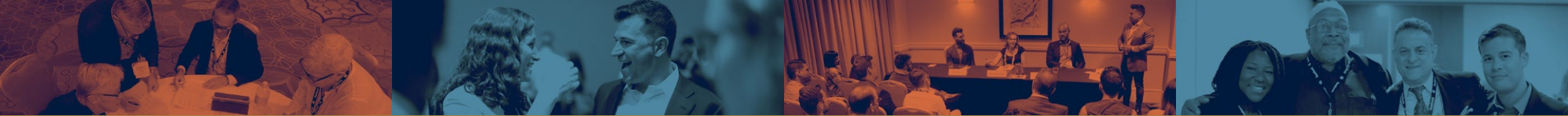
A Conversation with Groundbreaking LGBTQ+ Supreme Court Justices

Wednesday, July 28, 2:15-3:45pm Eastern Time

Four trailblazing Supreme Court Justices will discuss their unique backgrounds, their pathways to the bench and the barriers faced along the way. The Justices will each touch upon the challenges they still face as LGBTQ judges and why being out and being visible matters even more in today’s society. After the discussion, the Justice will be answering your questions about how to continue an LGBTQ pipeline in the legal profession.

This panel is not available for CLE credit.

Speakers: **Justice Andrew McDonald** (*Connecticut Supreme Court*); **Justice Sabrina S. McKenna** (*Hawaii Supreme Court*); **Chief Justice Maite D. Oronoz Rodriguez** (*Tribunal Supremo de Puerto Rico*); **Justice G. Helen Whitener** (*Washington Supreme Court*)



GENERAL ATTENDANCE SESSION III:

Reimagining Policing: LGBTQ+ and Racial Equity Issues in Law Enforcement

Thursday, July 29, 12:30-2:00pm Eastern Time

The spring and summer of 2020 sparked a national call for a reimagining of how law enforcement is conducted and what we all accept as the core aspects of policing, as well as for how it is planned and funded as part of healthy state and local community budgeting. While the wide-spread demand for a reassessment of community priorities with respect to the role of law enforcement versus other social agencies, and the understanding of the connection between law enforcement and systems that uphold white supremacy, are relatively nascent for many Americans, this new recognition of truths long-known to people of color in America echoes a long-term tension between law enforcement and LGBTQ+ advocates. From illegal bar raids to unequal enforcement of public decency laws to "walking while trans" arrests, LGBTQ+ people have been inequitably targeted by police for decades. This panel will assess the ways in which law enforcement overreach has harmed both communities of color and LGBTQ+ communities, and the substantial harms done where those communities overlap. The panel will spend time discussing what "reimagining policing" could look like, and what considerations policymakers need to take into account for maximum equity.

Speakers: **Gabriel Arkles** (*Transgender Legal Defense & Education Fund*); **Jon W. Davidson** (*Freedom for All Americans*); **Karen DeMeola** (*University of Connecticut School of Law*); **Anjelica Hendricks** (*University of Pennsylvania Carey Law School*); **Senator Jamie Pedersen** (*Washington State Senate*)

GENERAL ATTENDANCE SESSION IV:

Intersectional Education: LGBTQ+, Racial, and Disability Diversity in Law Schools

Thursday, July 29, 2:15-3:45pm Eastern Time

Law schools play a critical role for the entire legal profession. Not only do our law schools train future lawyers in direct legal skills and knowledge, they also establish norms for how the next generations of attorneys view their fellow professionals. These norms guide the profession and set the rights, responsibilities, and courtesies granted to fellow lawyers and all people who come in contact with the legal system. By focusing on the systems impacting LGBTQ+ people, people of color, and people with disabilities within the law school environment, and by working to understand how people with identities that intersect each of those groups are often marginalized in that environment, law schools have the opportunity to better support all their constituencies during their time in the building. This panel will delve into the deep issues of racial, disability, sexual orientation, and gender identity equity challenges that permeate the legal profession, and discuss the transformations law schools are working toward to imbue respect for all people in all who pass through their doors.

Speakers: **Christopher Czerwonka** (*Hofstra University Maurice A. Deane School of Law*); **Karen DeMeola** (*University of Connecticut School of Law*); **M. Dru Levasseur** (*National LGBT Bar Association*); **Dean Kimberly M. Mutcherson** (*Rutgers Law School*); **Kellye Testy** (*Law School Admission Council*)



2021 RECRUITER EMPLOYEE BENEFIT INDEX

QUESTIONS

1. **Non-Discrimination Policy:**

Does your organization explicitly include “sexual orientation” and “gender identity and expression” as protected classes in its nondiscrimination policy?

2. **Gender-Inclusive Workplace Guidelines:**

Does your organization have in place gender-inclusive workplace policies, including, for example, pronoun usage, transition guidelines, privacy considerations, and restroom accessibility?

2a. **Does your organization encourage employees to include pronouns in their email signature blocks?**

3. **Paternity or Maternity Leave Benefits:**

Does your organization offer paternity/maternity leave benefits on equal terms for all employees, regardless of sexual orientation, gender identity, or marital status?

4. **Nontraditional Family Planning:**

Does your organization offer benefits that cover nontraditional family planning, such as in vitro fertilization and adoptive benefits?

4a. **Equal Nontraditional Family Planning:**

If so, are those benefits available on equal terms for all employees, regardless of sexual orientation, gender identity, or marital status?

5. **Diversity Training:**

Does your organization’s diversity, equity and inclusion training address LGBTQ+ issues, including comprehensive transgender and nonbinary workplace training?

5a. **Does your organization’s anti-sexual harassment training explicitly cover same-sex harassment and harassment of transgender/nonbinary people?**

6. **LGBTQ+ Affinity Group:**

Does your organization have an LGBTQ+ affinity group?

6a. **Number of Affinity Group Members:**

6b. **Percentage of members identifying as LGBTQ+:**

6c. **Percentage of members identifying as allies:**

7. **Self-ID - attorneys:**

Does your workplace allow LGBTQ+ employees to self-identify in a confidential and voluntary manner?

7a. **Total number of lawyers, firm-wide?**

7b. **Number of equity partners who identify as LGBTQ+?**

7c. **Number of non-equity partners who identify as LGBTQ+?**

7d. **Number of counsel who identify as LGBTQ+?**

7e. **Number of associate attorneys who identify as LGBTQ+?**

7f. **Number of other attorneys who identify as LGBTQ+?**

7g. **Number of your organization’s top 10% highest compensated partners who identify as LGBTQ+?**

7h. **Total Number of LGBTQ+ attorneys who also identify as people of color?**

8. **Pro Bono Hours:**

What was the approximate total number of pro bono hours spent by the organization representing individuals regarding LGBTQ+ related issues, or on behalf of an LGBTQ+ organization in the last calendar year?

9. **Billable Credit:**

Does your firm give billable credit for work that is directly related to LGBTQ+ diversity efforts (not including pro bono work)?

Firm/Organization	1. Non-Discrimination Policy	2. Gender-Inclusive Workplace Guidelines	2a. Email pronouns signature blocks	3. Paternity or Maternity Leave Benefits	4. Nontraditional Family Planning	4a. Equal Nontraditional Family Planning	5. Diversity Training	5a. Anti-sexual harassment training	6. LGBTQ+ Affinity Group	6a. Number of Affinity Group Members	6b. Percentage of members identifying as LGBTQ+	6c. Percentage of members identifying as allies	7. Self-ID - attorneys	7a. Total number of lawyers, firm-wide?	7b. Number of equity partners who identify as LGBTQ+	7c. Number of non-equity partners who identify as LGBTQ+	7d. Number of counsel who identify as LGBTQ+	7e. Number of associate attorneys who identify as LGBTQ+	7f. Number of other attorneys who identify as LGBTQ+?	7g. Number of your organization's top 10% highest compensated partners who identify as LGBTQ+	7h. Total Number of LGBTQ+ attorneys who also identify as people of color	8. Pro Bono Hours	9. Billable Credit
AARP Foundation	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	144	-2.4%		Yes	14	N/A	N/A	N/A	N/A	1	N/A	N/A		N/A
Akerman LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	33	73%		Yes	723	5	6	1	9	0		6	1,300	No
Akin Gump Strauss Hauer & Feld LLP	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	75	51%	49%	Yes	912	8		1	31	1		10	1727	Yes
Allen Matkins	Yes	No	Yes	Yes	Yes	Yes	No	No	Yes	3	100%	N/A	Yes	200	1	0	0	3	NA	0	1		N/A
Alston & Bird	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	N/A	N/A	N/A	Yes	784	5	8	1	24	2	1		676.8	No
Amazon	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	8,000+			Yes									75	N/A
Arnold & Porter	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes	44	100		Yes	972	11		5	21	5	2	8	2,736	Yes
Axinn, Veltrop & Harkrider LLP	Yes	Yes	Yes	Yes	Yes	No	Yes	No	No				Yes	104	0	1	0	7	1	0	1	N/A	No
Baker Botts	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	27	25%	7%	Yes	631	5	2	2	16	0	2	4	1800	No
Baker McKenzie	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes									N/A	No
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC	Yes	Yes	Yes	Yes	No		Yes	Yes	Yes	72	26	74	Yes	630	3	2	4	3	1	0	2	481	No
BakerHostetler	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	16	95%	5%	Yes	955	7	2	5	12	0		1	35%	Yes
Bass, Berry & Sims PLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	92	11%	89%	Yes									N/A	Yes
Berry Appleman	Yes	No	Yes	Yes	No	No	Yes	Yes	Yes	43	N/A	N/A	No	184	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No
Bilzin Sumberg Baena Price & Axelrod LLP	Yes	No	No	Yes	Yes	Yes	Yes	Yes	No				Yes	102	3	0	0	0	0	Unknown	0	Unknown	No
Blank Rome LLP	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	26	88.50%	11.50%	Yes	626	3	2	2	5	N/A	1	2	N/A	No
Boies Schiller Flexner LLP	Yes	Yes	No	Yes	Yes	Yes	No	Yes	Yes	12	75%	25%	No	183									Yes
Bond, Schoeneck & King	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	No				Yes	245	0	1	1	3				N/A	No
Bowman and Brooke LLP	Yes	No	Yes	Yes	Yes	Yes	No	No	No				Yes	176	0	0	2	2	0	0	1	0	No
Bradley Arant Boult Cummings	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Yes	7	1.30%		Yes	542							2	0	No
Bronx County District Attorney's Office	Yes	Yes	Yes	Yes	Yes		Yes	Yes	No				Yes	500+								N/A	N/A
Bryan Cave Leighton Paisner LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	32	100%		Yes	1377	3	4	9	30	3	0	9	773	Yes
Buchanan Ingersoll & Rooney PC	Yes	Yes	No	Yes	No		Yes	Yes	Yes	33	27	73	Yes	410		2	1	6	1	1	1	Unknown	No



Davis Polk proudly supports the LGBT Bar and the 2021 Lavender Law Conference and Career Fair.

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Our commitment to inclusion

At BakerHostetler, we vigorously recruit and support diverse lawyers because we know it enriches our counsel, our workplace and our communities. We are honored to hold a perfect 100 percent rating in from the Human Rights Campaign Foundation, which measures corporate policies and practices related to LGBTQ+ workplace equality.

Congratulations to the **National LGBT Bar Association** on another outstanding **Lavender Law Conference and Career Fair**.

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Firm/Organization	1. Non-Discrimination Policy	2. Gender-Inclusive Workplace Guidelines	2a. Email pronouns signature blocks	3. Paternity or Maternity Leave Benefits	4. Nontraditional Family Planning	4a. Equal Nontraditional Family Planning	5. Diversity Training	5a. Anti-sexual harassment training	6. LGBTQ+ Affinity Group	6a. Number of Affinity Group Members	6b. Percentage of members identifying as LGBTQ+	6c. Percentage of members identifying as allies	7. Self-ID - attorneys	7a. Total number of lawyers, firm-wide?	7b. Number of equity partners who identify as LGBTQ+	7c. Number of non-equity partners who identify as LGBTQ+	7d. Number of counsel who identify as LGBTQ+	7e. Number of associate attorneys who identify as LGBTQ+	7f. Number of other attorneys who identify as LGBTQ+?	7g. Number of your organization's top 10% highest compensated partners who identify as LGBTQ+	7h. Total Number of LGBTQ+ attorneys who also identify as people of color	8. Pro Bono Hours	9. Billable Credit	
Buckley LLP	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No				Yes	125	0	0	0	6	0	NA	2	275	No	
Burr & Forman	Yes	No	No	Yes	Yes	Yes	No	No	Yes	5	20%	80%	Yes	1	0	1	0	0	0	0	0	0	0	N/A
Cadwalader, Wickersham & Taft LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes									463	Yes	
Chapman and Cutler LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	9	100%		Yes	227	3	2	0	5	9		2	177.6	No	
Cleary Gottlieb Steen & Hamilton	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	115	40%	60%	Yes	601	5	N/A	1	45	4	N/A	20	1,922	Yes	
Clifford Chance US LLP	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	31	35	65	Yes	254	0	0	0	6	0	0	0	N/A	Yes	
Cook County State's Attorney's Office	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	15+			Yes	754	N/A	N/A	15+	N/A	N/A	N/A	4+	N/A	No	
Cooley LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	142	53%	47%	Yes	1,284	7	N/A	5	43	1	2	13	3600	Yes	
Covington & Burling LLP	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	116	N/A	N/A	Yes	1636	14	N/A	6	81	10	N/A	32	5,362	No	
Cozen O'Connor	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	21	85	15	Yes	774	1	9	1	14	0	0	1	UKN	N/A	
Cravath, Swaine & Moore LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	31	99	1	Yes	487	5	N/A	1	16	0	N/A	6	10%	N/A	
Crowell & Moring LLP	Yes	No	No	Yes	Yes	Yes	Yes	No	Yes	33	100%	0%	Yes	572	3	4	6	13	6		11		No	
Davis Polk & Wardwell	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes	900								Unknown	N/A	
Davis Wright Tremaine LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	33	100	0	Yes	625	8	3	5	15	3	6	10	307	Yes	
Debevoise & Plimpton, LLP	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	55	49%	51%	Yes	603	5	NA	4	22	0	NA	6	4,218.40	No	
Dentons US LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	36	100	N/A	Yes	707	5	N/A	2	17	1	N/A	8	2000	Yes	
Dickinson Wright PLLC	Yes	No	No	Yes	No	No	Yes	Yes	No	N/A	N/A	N/A	Yes	471	2	2	0	2	0	2	0		No	
Dinsmore & Shohl LLP	Yes	Yes	Yes	Yes	No		Yes	Yes	Yes	241	5%	95%	Yes	717	2	0	0	10	0	2	0	200	No	
DLA Piper LLP (US)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	135	33%	27%	Yes	1520	10	n/a	4	25	2	3	10	n/a	No	
Dorsey & Whitney, LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	84	26%	74%	Yes	549	1	1	0	8	1		3	475	Yes	
Duane Morris LLP	Yes	No	No	Yes	No		Yes	Yes	Yes	8	3.17%	<1%	Yes	855	3	5	4	10		2	5	903.3	N/A	
Earthjustice	Yes	Yes	Yes	No	No	No	Yes	Yes	Yes				Yes	160	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Epstein Becker Green	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	10	7	3	Yes	285	0	1	1	2	0	0	1	50	Yes	
Eversheds Sutherland (US) LLP	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	19	100%	0%	Yes	419	4	0	4	14	0	1	4	N/A	No	
Faegre Drinker Biddle & Reath LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	29	44%	55%	Yes	1154	4	N/A	1	13	0	N/A	4	1000+	No	



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We applaud the National LGBT Bar Association and Foundation for its continuous efforts to promote diversity in the legal field.

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FDIC	Yes	No	No	Yes	Yes	Yes	No	No	Yes	89	96.60%	3.40%	No	299	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Federal Trade Commission	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	N/A	N/A	N/A	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Finnegan	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes									TBA	No
Finra	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	383	30	70	Yes										No
Fish & Richardson P.C.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	52	100	0	Yes	369	4	1	1	7	0	0	5	1318	N/A
Fisher & Phillips LLP	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No				Yes	513	3	4	0	4	0	1	3	N/A	N/A
Foley & Lardner	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	272	17%	83%	Yes	1041	8	0	6	23	0	0	8	500+	No
Fox Rothschild LLP	Yes	Yes	No	Yes	Yes	Yes	No	Yes	Yes	20	50%	50%	Yes	942	4	4	1	11	0	0	4		No
Fragomen, Del Rey, Bernsen & Loewy, LLP	Yes	No	Yes	Yes	Yes	Yes	Yes	No	No				Yes	661	1	3	0	16	0	15	4	37	No
Fredrikson & Byron, P.A.	Yes	Yes	No	Yes	Yes	Yes	No	No	Yes	14	100%	0%	Yes	320	2	N/A	0	4	0	0	3		Yes
Freshfields Bruckhaus Deringer	Yes	Yes	Yes	Yes	No	No	Yes	Yes	Yes	123	27%	73%	Yes	234	3	N/A	1	12		N/A	9	709.6	No
Fried, Frank, Harris, Shriver & Jacobson LLP	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	47	89%	11%	Yes	650	2	N/A	0	34	0	0	8	705.8	Yes
Frost Brown Todd LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	18	0.96%	N/A	Yes	511	2	1	1	4	0	0	1	50-100	No
Gallagher Evelius & Jones	Yes	Yes	No	Yes	Yes	Yes	No	No	No				Yes									N/A	No
Gibson, Dunn & Crutcher	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	75	100%	N/A	Yes	1529	9		4	64	n/a		20	N/A	N/A
GlaxoSmithKline	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes				Yes										N/A
Goodwin	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes	1432	9	9	3	62		6	24	TBD	Yes
Greenberg Traurig, LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	73	77%	23%	Yes	2,271	28	N/A	8	32	N/A		15		Yes
Gunderson Dettmer	Yes	No	Yes	Yes	Yes	Yes	No	Yes	Yes				No										Yes
Hanson Bridgett LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes	180	4	2	0	3			2		N/A
Harris County Public Defenders Office	Yes	Yes	No	Yes	No	Yes	Yes	Yes	No	N/A	N/A	N/A	Yes	Unsure	Unsure	Unsure	Unsure	Unsure	Unsure	Unsure	Unsure	Unsure	Yes
Haynes and Boone, LLP	Yes	Yes	Yes	Yes	No		Yes	Yes	Yes	8	86%	13%	Yes	552	3	2	1	5	0		1	N/A	N/A
Hogan Lovells LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	48	100%	392	Yes	2,807	6	3	5	32	2	1	15	7,500+	Yes
Holland & Knight LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	45	100	0	Yes	1330	12	12	5	16	1	0	10	120+	No
Holwell Shuster & Goldberg LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	19	10	90	Yes	61	0	0	0	0	2	0	0		N/A
Hunton Andrews Kurth LLP	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	27	100%		Yes	899	2		1	16	6		5	997	Yes



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WE ARE PROUD TO SUPPORT
THE NATIONAL LGBT BAR
IN PROMOTING
DIVERSITY, EQUITY &
BELONGING
IN THE LEGAL PROFESSION



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Careers

LET'S RAISE THE **LGBT BAR**



In 2020 we set **diversity targets** for gender, ethnicity and LGBT+ colleagues at our firm.

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DIVERSITY

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At Schiff Hardin, we are committed to recruiting and developing diverse talent, maintaining a culture of belonging, and fighting for racial and social justice everywhere.

We proudly support The National LGBT Bar Association's annual Lavender Law Career Fair.



Firm/Organization	1. Non-Discrimination Policy	2. Gender-Inclusive Workplace Guidelines	2a. Email pronouns signature blocks	3. Paternity or Maternity Leave Benefits	4. Nontraditional Family Planning	4a. Equal Nontraditional Family Planning	5. Diversity Training	5a. Anti-sexual harassment training	6. LGBTQ+ Affinity Group	6a. Number of Affinity Group Members	6b. Percentage of members identifying as LGBTQ+	6c. Percentage of members identifying as allies	7. Self-ID - attorneys	7a. Total number of lawyers, firm-wide?	7b. Number of equity partners who identify as LGBTQ+	7c. Number of non-equity partners who identify as LGBTQ+	7d. Number of counsel who identify as LGBTQ+	7e. Number of associate attorneys who identify as LGBTQ+	7f. Number of other attorneys who identify as LGBTQ+?	7g. Number of your organization's top 10% highest compensated partners who identify as LGBTQ+	7h. Total Number of LGBTQ+ attorneys who also identify as people of color	8. Pro Bono Hours	9. Billable Credit
Husch Blackewell	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	16	100%		Yes	754	3	2	1	9	1	0	0	1,349.40	Yes
Ice Miller LLP	Yes	Yes	Yes	Yes	No		Yes	Yes	No				Yes	337	2	1	2	4	1	0	0	20	No
Jackson Lewis P.C.	Yes	Yes	No	Yes	Yes	Yes	No	No	Yes	38	21%	N/A	Yes	952	5	6	2	3	N/A		6	3,600	Yes
Jackson Walker LLP	Yes	No	No	Yes	No		No	No	Yes	19			Yes									Unknown	No
Jones Day	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	75			Yes	2500+	15	N/A	1	36	0		5	N/A	N/A
K&L Gates LLP	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	51	100	0	Yes	1,736	3	6	1	19	2	1	10		Yes
Katten Muchin Rosenman LLP	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes				Yes									1,258.70	Yes
Kilpatrick Townsend & Stockton	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	91	24	76	Yes	555	9	N/A	1	6	2	1	3	568	Yes
King & Spalding	Yes	No	No	Yes	Yes	Yes	No	Yes	Yes	51	100%	0%	Yes	1,090	7	13	5	24	4	0	15	1,570	No
Kirkland & Ellis LLP	Yes	Yes		Yes	Yes	Yes	Yes	Yes	Yes	251			Yes	2474	25		1	89			31	11600	Yes
Kramer Levin Naftalis & Frankel LLP	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Yes	10	100%	0%	Yes	305	3		1	2		0	1	364	Yes
Kutak Rock LLP	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	25	64%	36%	Yes	546	9	1	0	3	0	1	1	Unknown	No
Latham & Watkins LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	261	39%	61%	Yes	3,132	17	N/A	6	85	6	N/A	31	N/A	Yes
Lathrop GPM LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes									N/A	Yes
Liberty Mutual	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	2,958	N/A	N/A	No	800+	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Littler Mendelson, P.C.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	69	84	9	Yes	1085	16	5	8	26	2	3	13	Unknown	No
Locke Lord LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	20	40%	60%	Yes	633	5	1	2	2			1	5,000	Yes
Loeb & Loeb LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes	445	6	3	3	7	0		6	250	Yes
Lowenstein Sandler LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	68	10%	90%	Yes	340	2	2	2	1	7	0	1	591	Yes
Major, Lindsey & Africa	Yes	No	Yes	Yes	Yes	Yes	No	Yes	Yes	15	100%	0%	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Manatt, Phelps & Phillips, LLP	Yes	Yes	Yes	Yes	No		Yes	No	Yes	29	51.72%	48.29%	Yes	282	3	2	0	5	0	1	4	233.1	Yes
Manhattan District Attorney	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	31			Yes	573							1	N/A	N/A
Mayer Brown LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes	1,042	5	5	4	34	0		16	1,381.95	Yes
McDermott Will & Emery	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	50	75%	25%	Yes	918	5	11	7	11	2	1	7	55,000+	N/A
McGuireWoods	Yes	No		Yes	Yes	Yes	No	Yes	Yes				Yes									TBD	Yes
Michael Best	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No				Yes	278	2	2	0	3	0	0	2	Unknown	N/A
Milbank LLP	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	148	35	113	Yes	572	2		5	24			10	630	No



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Firm/Organization	1. Non-Discrimination Policy	2. Gender-Inclusive Workplace Guidelines	2a. Email pronouns signature blocks	3. Paternity or Maternity Leave Benefits	4. Nontraditional Family Planning	4a. Equal Nontraditional Family Planning	5. Diversity Training	5a. Anti-sexual harassment training	6. LGBTQ+ Affinity Group	6a. Number of Affinity Group Members	6b. Percentage of members identifying as LGBTQ+	6c. Percentage of members identifying as allies	7. Self-ID - attorneys	7a. Total number of lawyers, firm-wide?	7b. Number of equity partners who identify as LGBTQ+	7c. Number of non-equity partners who identify as LGBTQ+	7d. Number of counsel who identify as LGBTQ+	7e. Number of associate attorneys who identify as LGBTQ+	7f. Number of other attorneys who identify as LGBTQ+?	7g. Number of your organization's top 10% highest compensated partners who identify as LGBTQ+	7h. Total Number of LGBTQ+ attorneys who also identify as people of color	8. Pro Bono Hours	9. Billable Credit
Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	193	24%	76%	Yes	528	5	3	1	10	0	1	2	108	Yes
Morgan, Lewis and Bockius LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	83	67%	33%	Yes	1,649	14	2	5	46	0	0	19	1,579	No
Morrison & Foerster LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes	1,013	14		7	41	0			3,035	N/A
Nelson Mullins Riley & Scarborough LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	48	48%	52%	Yes	808								100+	Yes
New Jersey Department of Public Safety	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	NA	NA	NA	No	NA	NA	NA	NA	NA	NA	NA	NA	NA	No
Norton Rose Fulbright	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	38	100%	0%	Yes	768	4	N/A	3	6	0	0	2	1200	Yes
O'Melveny & Myers LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	30	100	N/A	Yes	635	5	N/A	6	15	1	0	5	2368	No
Ogletree Deakins	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	29	100		Yes	908	6	5	3	15		1	10		Yes
Orrick	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	50+	50+	N/A	Yes	1,265	12	N/A	3	35	4	1	20	2500	Yes
Paul Hastings LLC	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes		N/A	N/A	Yes	979	7	1	1	17	0	0	N/A	3002.35	Yes
Paul Weiss	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	153	41%	59%	Yes	1,032	10	NA	4	39	2	N/A	2	239.8	Yes
Perkins Coie LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	60	85%	15%	Yes	1233	17	0	5	38	0	2	14	1,945	No
Pillsbury Winthrop Shaw Pittman LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	69	59	41	Yes	708	11	1	9	14	3	0	9	Unknown	Yes
Proskauer	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	30	82.8	17.2	Yes	759	3	2	0	19	1		4	4,176.47	No
Quinn Emanuel Urquhart & Sullivan, LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes									3667	Yes
Reed Smith LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	177	28%	72%	Yes	1,854	8	8	2	32	10	3	3		Yes
Robins Kaplan LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	9	56%	44%	Yes	210	1	2	0	3	0	0	0	345.5	Yes
Robinson & Cole	Yes	No	Yes	Yes	No	Yes	Yes	No					Yes	221	0	1	0	0	0		0	N/A	N/A
Ropes & Gray, LLP	Yes	No	Yes	Yes	Yes	Yes	No	Yes	Yes	67	5%	7%	Yes	1460	8	N/A	4	52	3	N/A	18	6960	Yes
Schiff Hardin LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes									2,000	Yes
Schulte Roth Zabel	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N/A	N/A	N/A	Yes	310	3	N/A	1	15	0	1	2	N/A	Yes
Schwegman Lundberg & Woessner	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No					Yes	119	0	0	0	2	0	0	2		No
Seyfarth Shaw LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	36	64%	19%	Yes	876	10	8	4	7	4	N/A	4	451.8	No
Shearman & Sterling LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	32	62%	38%	Yes	734	2	2	3	25	2		7	1,600	No



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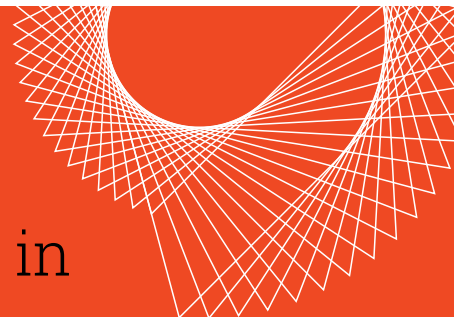
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ROBINS  KAPLAN^{LLP}



Firm/Organization	1. Non-Discrimination Policy	2. Gender-Inclusive Workplace Guidelines	2a. Email pronouns signature blocks	3. Paternity or Maternity Leave Benefits	4. Nontraditional Family Planning	4a. Equal Nontraditional Family Planning	5. Diversity Training	5a. Anti-sexual harassment training	6. LGBTQ+ Affinity Group	6a. Number of Affinity Group Members	6b. Percentage of members identifying as LGBTQ+	6c. Percentage of members identifying as allies	7. Self-ID - attorneys	7a. Total number of lawyers, firm-wide?	7b. Number of equity partners who identify as LGBTQ+	7c. Number of non-equity partners who identify as LGBTQ+	7d. Number of counsel who identify as LGBTQ+	7e. Number of associate attorneys who identify as LGBTQ+	7f. Number of other attorneys who identify as LGBTQ+?	7g. Number of your organization's top 10% highest compensated partners who identify as LGBTQ+	7h. Total Number of LGBTQ+ attorneys who also identify as people of color	8. Pro Bono Hours	9. Billable Credit
Shook, Hardy & Bacon LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	31	29%	71%	Yes	499	3	4	1	7	2	1	2	295	Yes
Sidley Austin LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	75	89%	100%	Yes	1526	17	N/A	5	34	2		16	10,843	Yes
Simpson Thacher & Bartlett LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	45	89%	11%	Yes	1076	4	1	3	30	N/A	1	9	211	No
State Farm	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes				No									N/A	N/A
Steptoe & Johnson LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	-75	-70%	-30%	Yes	515	2	8	5	12	27	1	8	-300	N/A
Sterne, Kessler, Goldstein & Fox	Yes	Yes	Yes	Yes	No		Yes	Yes	Yes	20	60%	40%	Yes	156	1	0	0	8		0	1	0	N/A
Sullivan & Cromwell LLP	Yes	Yes		No	Yes	Yes	Yes	Yes	Yes	61	82%	18%	Yes	836	10	N/A	5	40			13	5362	Yes
T-Mobile	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	250+			Yes									N/A	N/A
Target Corporation	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes									Unknown	N/A
Thompson Hine LLP	Yes	No	No	Yes	No	No	No	No	Yes	26	65%	35%	Yes	370	1	3	3	8	0	0	3	N/A	No
Thomson Reuters	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	500	50%	50%	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Troutman Pepper Hamilton Sanders LLP	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	260			Yes	1142	4	3	0	23	1	1	3	292	Yes
Tucker Ellis LLP	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Yes	33	21%	79%	Yes	214	1	N/A	5	1	0	0	0	100	N/A
U.S. Air Force JAG Corps	Yes	No	No	Yes	Yes	Yes	No	Yes	No	N/A			Yes	1,386								N/A	N/A
United States Navy	Yes	Yes	No	Yes	Yes	Yes	No	No	Yes	50	100%	0	No	917									No
Venable LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes	-800	1	3	1	21	1		7		No
Vinson & Elkins	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	138	25%	75%	Yes	716	4	N/A	3	20	1		5		Yes
Wachtell, Lipton, Rosen & Katz	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	383	30	70	Yes										No
Weil, Gotshal & Manges LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	51	100%	N/A	Yes	836	3	N/A	9	39	N/A	N/A	12	N/A	No
White & Case LLP	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	165	41%	59%	Yes	1792	4	N/A	3	42	N/A	None	23	822	Yes
Willkie Farr & Gallagher LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes									3600	Yes
WilmerHale	Yes	No	Yes	Yes	Yes	Yes	No	No	Yes	6	100%	0%	Yes	1019	4	N/A	1	38	6	0	10	2,000	Yes
Wilson Sonsini Goodrich & Rosati	Yes	No	Yes	Yes	Yes	Yes	No	Yes	Yes	108	43%	57%	Yes	975	6	N/A	3	31	1	1	10	480.3	Yes
Winston & Strawn, LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	33	88%	12%	Yes	901	7		1	21			8	2,771	Yes
Womble Bond Dickinson (US) LLP	Yes	No	No	Yes	No	Yes	No	Yes	Yes	130	15-20%	80-85%	Yes	523	4	4	1	4	1	0	2	Unknown	No
Young Conaway Stargatt & Taylor, LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	16			Yes	115	0	1	0	2					Yes



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Lousene Hoppe
President of the National LGBTQ+ Bar Association
Shareholder and General Counsel to Fredrikson & Byron



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Major, Lindsey & Africa and its LGBTQ Employee Resource Group,
The Outlaws, are proud to help those at Lavender Law navigate their legal careers at this year's career fair and beyond.



Ru Bhatt
(He/Him/His)
Partner, Associate
Practice Group
New York



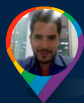
Rebecca Glatzer
(She/Her/Hers)
Managing Director,
Associate Practice Group
Atlanta



Johnny Lam
(He/Him/His)
Senior Administrator
New York



Bob Major
(He/Him/His)
Founding Partner
Houston



Ricardo Mendez
(He/Him/His)
Research Associate
Chicago



Nathan Peart
(He/Him/His)
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Andrew Teig
(He/Him/His)
Managing Director,
Interim Legal Talent
New York



Matthew Telford
(He/Him/His)
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Associate Practice Group
New York



Brandon Vidal-Lubin
(He/Him/His)
Regional Manager,
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Keith Wetmore
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The LGBT Bar and the 2021 Lavender Law Conference & Career Fair

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Katten



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Katten is proud to support the LGBT Bar and the 2021 Lavender Law Conference and Career Fair.

Diversity at Katten

Black Attorney Affinity Group | Committee for Racial and Ethnic Diversity | Diversity Committee | LGBTQ+ Coalition
Partner Collective on Racial and Ethnic Diversity | Women's Leadership Forum

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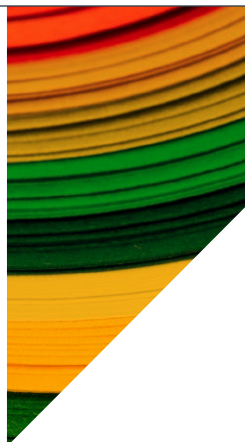


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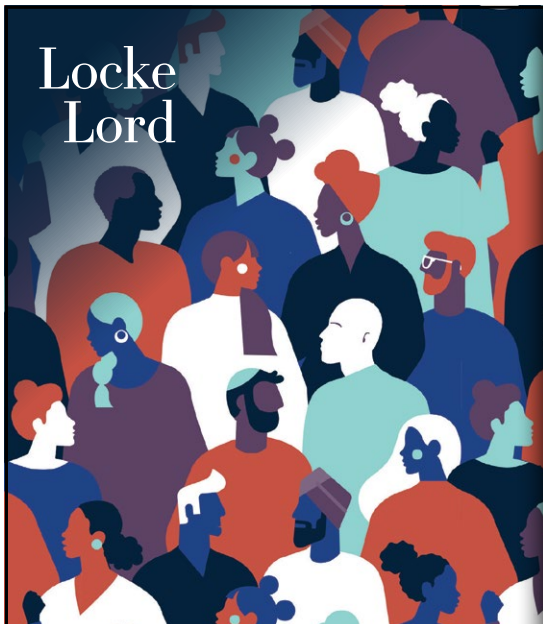
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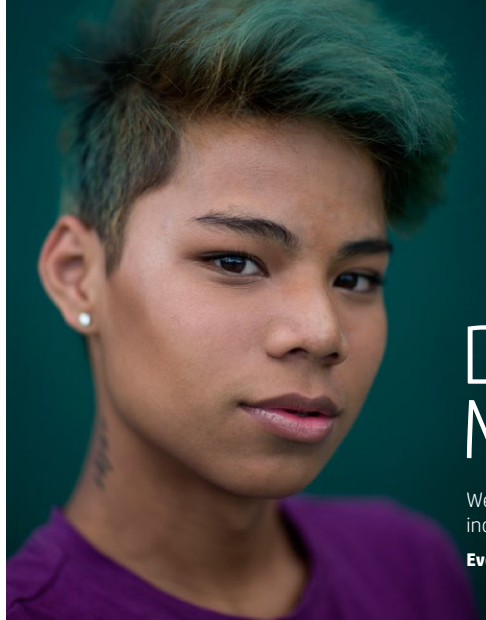
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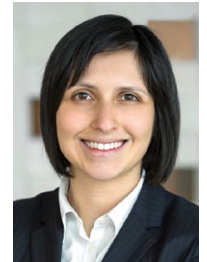
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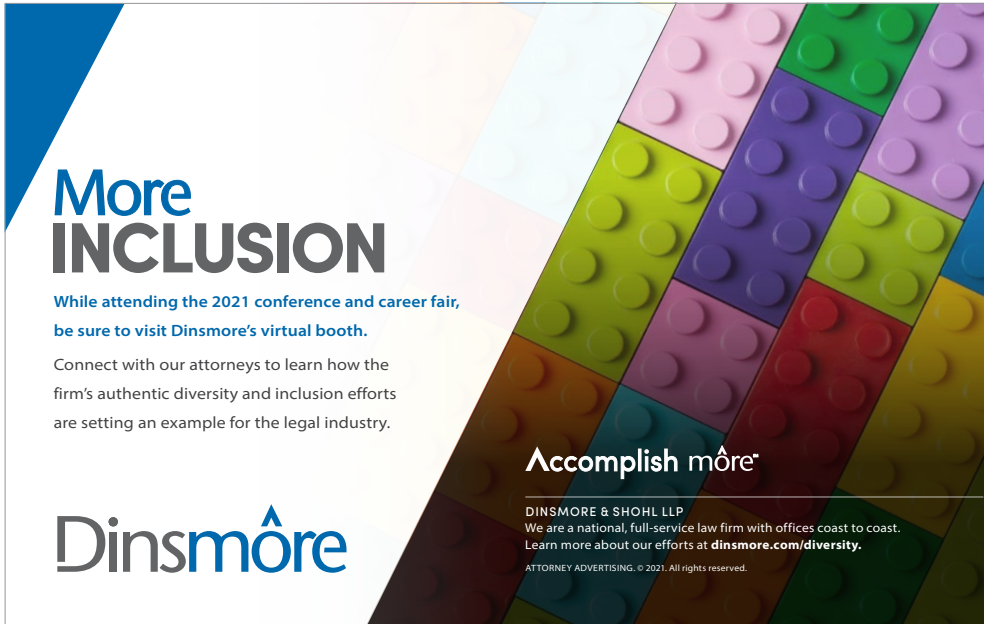
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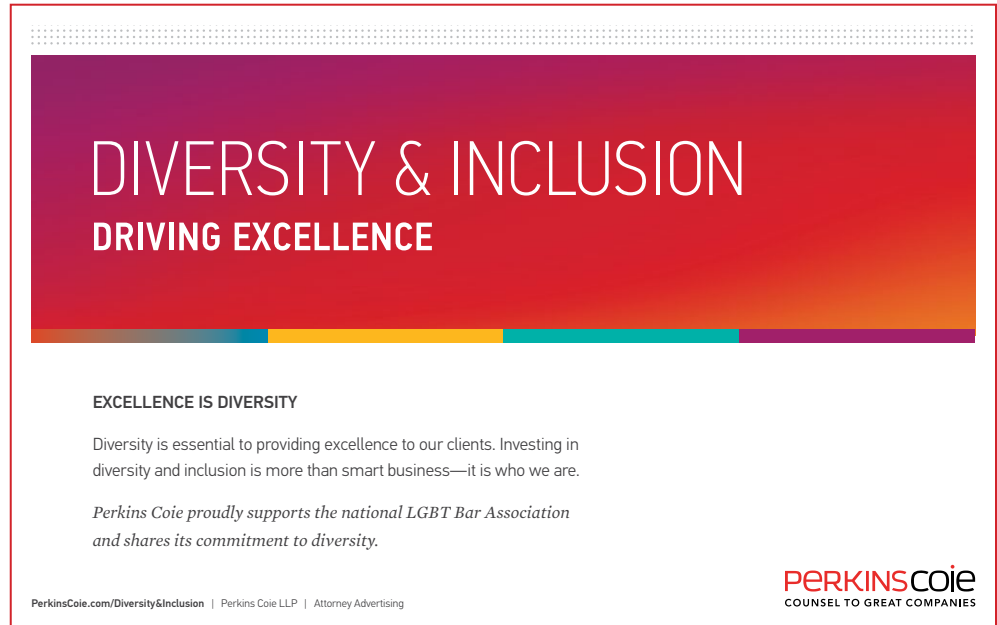
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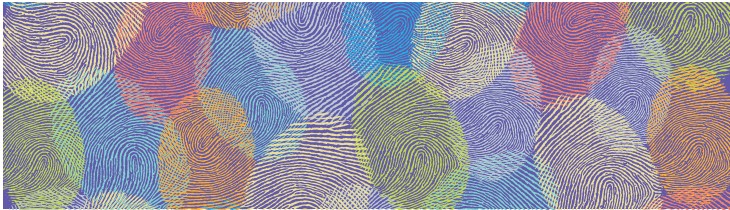
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