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Bendita C. Malakia
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In addition to her leadership within O'Melveny, Bendita is the President of the National LGBTQ+ Bar Association. Her appointment came with many firsts worth celebrating: Bendita is the first Black woman, bi+ person, and non-practicing lawyer to hold the role. Bendita's first mission as president is to ensure that all LGBTQ+ lawyers and legal business professionals have the necessary tools to enrich their careers and join the fight to combat pending anti-LGBTQ+ legislation.

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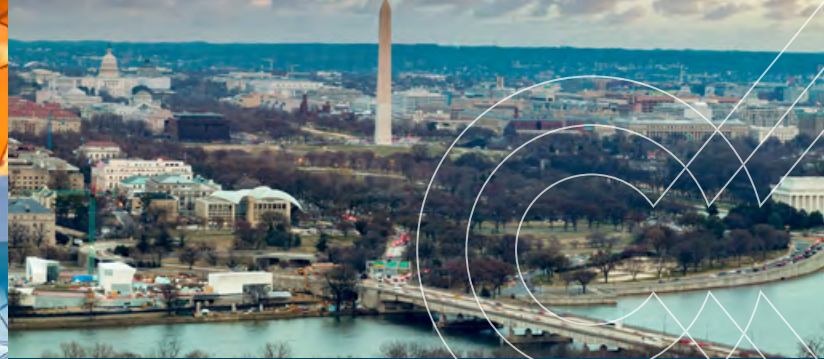
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PLENARIES & CONFERENCE RECEPTIONS

TUESDAY, AUGUST 6

6:30 PM - 7:30 PM **LAW STUDENT/RECRUITER RECEPTION**

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WEDNESDAY, AUGUST 7

1:30 PM - 5:30 PM **CAREER FAIR**

6:30 PM - 7:30 PM **WELCOME RECEPTION**

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THURSDAY, AUGUST 8

12:00 PM - 1:30 PM **SEATED LUNCHEON**

12:15 PM - 1:30 PM **GENERAL SESSION PLENARY:** The Status of Diversity, Equity, and Inclusion in 2024 America, and the Impact of National Trends on LGBTQ+ People

5:30 PM - 6:30 PM **CONFERENCE RECEPTION**

6:30 PM - 7:30 PM **FINANCE LAW INSTITUTE RECEPTION**
For registered attendees of the Finance Law Institute only.

6:30 PM - 7:30 PM **PEOPLE OF COLOR RECEPTION**
All Lavender Law® registered attendees who are people of color are invited to attend the National LGBTQ+ Bar's inaugural People of Color Reception.

FRIDAY, AUGUST 9

12:00 PM - 1:30 PM **AWARDS LUNCHEON**
Join us for the presentation of our 2024 40 Best LGBTQ+ Lawyers Under 40 Awards and Dan Bradley Award!

4:45 PM - 5:30 PM **GOODBYE TOAST**

5:30 PM - 7:30 PM **LAVENDER LAW® AFTER-PARTY**
Location: Shakers (2014 9th St NW, Washington, DC)
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2024 AWARDS



CONGRATULATIONS, KIMBERLY (KIM) SURRATT!



Kim Surratt embarked on her legal career in 2002, founding her own practice in 2007 with licenses to practice in both Nevada and California. Her journey in Assisted Reproductive Technology (ART) law began in 2004 with her first surrogacy case. Kim is a distinguished ART Fellow at the Academy of Adoption and Assisted Reproduction Attorneys, where she is serving her second term on the Board of Trustees and has earned the prestigious President’s Award.

Her pro bono efforts commenced in 2003 with the Nevada Justice Association, through which she has significantly impacted LGBTQ+ family law. Her advocacy has facilitated numerous legislative achievements, including the Nevada Domestic Partnership law, comprehensive revisions to pro-LGBTQ+ family law statutes, a surrogacy insurance bill, and

gender-neutral revisions across all Nevada statutes. Her work also led to the establishment of the first voluntary acknowledgment of parentage statute and enhancements to adoption laws.

Kimberly's dedication to justice has been recognized with several awards, including the Nevada Legal Services Champion of Justice Award, and she has been honored six times with the Nevada Legal Services Pro Bono Law Firm of the Year award. Additional accolades include the Washoe Legal Services Children’s Attorney Pro Bono Award and the Nevada Supreme Court Access to Justice Pro Bono Services Award.

Since 2017, she has chaired the State of Nevada Child Support Commission and has previously led the State of Nevada Family Law Section Executive Council and served as president of the Nevada Justice Association. A pioneer in her field, Kim was a founding member of the LGBTQ+ Bar Section of the Nevada State Bar in 2013. She has been a member of the NCLR National Family Law Advisory Council since 2008, and her expertise in reproductive law has taken her to international stages and media, where she has educated numerous attorneys on surrogacy law.

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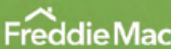


Michelle Garcia (she/hers/ella) is a graduate of Loyola University who is admitted to the New Mexico Bar, the Navajo Nation Bar, the State Bar of Louisiana, the Pueblo of Pojoaque and the Federal District Court of New Mexico. After graduating from law school, Michelle worked as a prosecutor and law clerk for the State of New Mexico. After joining New Mexico Legal Aid in 2018 she became the managing attorney for Safe to Be You, New Mexico's LGBTQ+ legal access program for rural and indigenous communities and serves as Deputy Director for New Mexico Legal Aid. She works in the area of civil rights related to tribal law, violence, rural accessibility and LGBTQ+ discrimination.

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CONGRATULATIONS, BILL SINGER!



For more than 50 years, from his practice in rural Somerset County, New Jersey, Bill Singer has been working to create and protect queer families. He is an advocate as well as an attorney, speaking, writing, testifying, and lobbying.

Starting in the late 1970's, Bill fought to protect the parental rights of lesbians and gay men coming out of heterosexual marriages. As lesbians and gay men started to create families on their own, Bill worked to reflect their intentions and protect those families through a wide range of creative estate and life planning, including co-parenting and gamete donation agreements. As same-sex couples won legal recognition of their relationships, Bill helped families protect the status of the non-genetic, non-gestational parent through second parent and stepparent

After marriage equality became the law of the land, Bill Singer conceived the term and process now known as “confirmatory” adoption. Confirmatory adoptions streamline the adoption process eliminating intrusive background checks and home studies enabling queer families to obtain a judicial order subject to full faith and credit. These judgments allow families to travel and move freely.

In 2024, in another win for queer families, Bill co-authored legislation to broaden the New Jersey health insurance mandate to cover infertility treatment for everyone, married or unmarried, single or not, whatever their sexual orientation or gender identity.

Working on these issues decades ago before access to the internet, Bill felt isolated, far from fellow attorneys in metropolitan areas engaged in the same endeavors.

To connect with fellow attorneys, Bill did two things.

First, in the late 1980's, Bill became a founding member of what was is now the National LGBTQ+ Bar. Bill served as General Counsel to the Bar for 35 years. Among his accomplishments are securing tax exempt status for the Association and the Foundation, winning trademark registration for Lavender Law ® and overcoming objections and securing affiliate status for the Bar with the American Bar Association.

Bill is pleased and amazed to see how the Bar has grown and developed, to see the importance of the Lavender Law conference and the size and interest generated by the Career Fair. This progress exceeds what the Bar founders ever dreamt.

Second, building on an idea from the National Center for Lesbian Rights (NCLR), in 2009, Bill founded the LGBT Family Law Institute ® (FLI). Initially, Bill conceived it as a one-time meeting at Lavender Law for experienced lawyers serving the LGBT community. An enthusiastic response led to national and regional meetings and a robust listserve. As the US project flourished, the idea spread internationally with FLI affiliates in UK/Ireland, Australia, Europe, and Latin America. Bill is proud to have connected attorneys worldwide who are working to protect our community.

Bill is a Fellow of the Academy of Adoption and Assisted Reproductive Attorneys, a member of the National Family Law Advisory Council of NCLR and Treasurer of New York Attorneys for Adoption and Family Formation.

Bill has been married to Raoul Daniel Luna for 20 years. They are the proud fathers of a daughter Quinn and grandson Drake.

He received a degree in history with distinction from Rutgers College and his JD from the Columbia University School of Law.

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CONGRATULATIONS TO THE 2024 CLASS!

Each year, the National LGBTQ+ Bar recognizes LGBTQ+ legal professionals (practicing lawyers, law professors, corporate counsel, members of the judiciary, politicians, etc.) under the age of 40 who have distinguished themselves in their field and have demonstrated a profound commitment to LGBTQ+ equality. We are thrilled to celebrate these deserving awardees at the 2024 Lavender Law® Conference and Career Fair.

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LUNCHEON & PLENARY CLE SESSION:
THE STATUS OF DIVERSITY, EQUITY, AND INCLUSION IN 2024 AMERICA,
AND THE IMPACT OF NATIONAL TRENDS ON LGBTQ+ PEOPLE

THURSDAY, AUGUST 8 | 12:00 PM - 1:30 PM

The traditional framework of Diversity, Equity, and Inclusion (DEI) seeks fair treatment and participation for all people, especially those who have historically faced discrimination or been underrepresented, with the goal of correcting systemic inequities. In the wake of the U.S. Supreme Court decision in Students for Fair Admissions v. Harvard College addressing affirmative action in college admissions, together with some states’ legislative and/or executive branch decisions to abolish DEI efforts in 2023 and 2024, however, the concept of DEI is being rethought in a number of spheres across America. That rethinking has potential ramifications not only for people whose racial identities are underrepresented in numerous sectors, but also for LGBTQ+ people, people with disabilities, women, and others; it moreover has the potential to heavily impact people with multiple intersectional identities. This panel of experts in constitutional law, LGBTQ+ law, and DEI work will address the current state of DEI in America; will analyze how the law regarding LGBTQ+ status may or may not differ from the constitutional and statutory analyses of other identities; and will contemplate where our nation may be headed with regard to inclusion and our Constitutional promise of a more perfect union establishing justice. Please join us for this educational luncheon - 1 hour of CLE credit is anticipated.



NAN HUNTER
(Moderator)
(Georgetown University Law Center)



MORGAN FONG
(Instacart)



KEVIN JENNINGS
(Lambda Legal)



BENDITA CYNTHIA MALAKIA
(O’Melveny & Myers)



IMANI RUPERT-GORDON
(National Center for Lesbian Rights (NCLR))

STATE OF THE LAW: ADDRESSING SYSTEMIC RACIAL BARRIERS
IMPACTING BLACK LGBTQ COMMUNITIES, AND ITS PERPETUATION
THROUGH EMERGING POLICIES AND LEGAL DOCTRINES

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AND THE NATIONAL BAR ASSOCIATION'S LGBTQ DIVISION

THURSDAY, AUGUST 8 | 2:00 PM - 3:15 PM

Historic adversities stemming from the intersectionality between race and sexual orientation continues to create disproportionate hardships among Black LGBTQIA+ individuals. In fact, Black LGBTQ individuals experience compound effects of heightened discrimination levels in the workplace, health care systems, and police interactions. Against this backdrop, this two-hour facilitated workshop will address the multiple layers of systemic barriers affecting Black LGBTQ communities and analyze the current legal landscape on national emerging trends such as the Criminalization Laws of HIV/AIDS Statutes, Book Banning, Don’t Say Gay Legislation, Gay Panic Defense in Criminal Cases, issues affecting Black Transgender people, Employment Rights for LGBTQ individuals, and so much more. Using hypotheticals and concrete examples, panelists will discuss potential upcoming legal challenges to controversial laws, and information concerning other legislation. This interactive CLE will also equip practitioners to better understand the lived experiences of LGBTQIA+ people, and advance equal protection under the law for marginalized LGBTQ communities.



BRYANNA JENKINS
(Lavender Rights Project)



AERIC PAULK
(ProGeorgia)

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Teresa.Wright@jacksonlewis.com



Christopher M. Repole (He/ Him)
Principal & OPAL Co-Chair
212-545-4019
Christopher.Repole@jacksonlewis.com



Angie Cavallo (She/ Her)
Director of Diversity,
Equity & Inclusion
267-593-7970
Angie.Cavallo@jacksonlewis.com



Kimya S. Johnson (She/ Her)
Chief Diversity, Equity
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267-319-7832
Kimya.Johnson@jacksonlewis.com

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T: 614.223.9318
kmulrane@beneschlaw.com

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T: 614.223.9392
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PROGRAM HIGHLIGHTS

AAPIS AND THE FIGHT FOR MARRIAGE EQUALITY

SPONSORED BY NAPABA'S LGBTQ+ DIVISION

THURSDAY, AUGUST 8 | 3:30 PM - 4:45 PM

In 2015, in *Obergefell v. Hodges*, the Supreme Court held that the 14th Amendment guaranteed same-sex couples the right to marry. The fight for marriage equality, however, began decades earlier, with AAPIs playing a prominent role. In 1931, a Filipino man was denied a license to marry a white woman because of California's antisegregation law. He sued and won, in *Roldan v. Los Angeles County*. In the 1950s, in *Naim v. Naim*, the Virginia courts voided a marriage between a Chinese man and a white woman, relying on the right of states to prevent the "corruption of the races"; the Supreme Court declined to hear the case, apparently because it did not believe the country was ready for mixed marriages. When the Supreme Court finally struck down bars on interracial marriage in *Loving v. Virginia* in 1967, the JACL played an important role. And in 1990, Genora Dancel and Ninia Baehr were denied a marriage license in Honolulu. They sued and their efforts led to the first decision in the country to invalidate a state restriction on same-sex marriage. The victory was short-lived, as Hawaii thereafter passed a constitutional amendment limiting marriage to opposite-sex couples. Nonetheless, *Baehr v. Miike* was a landmark decision. This program, the 15th in a series of reenactments presented by AABANY, tells the story of plaintiffs in *Baehr v. Miike* and examines the role of AAPIs in the fight for marriage equality, through narration, reenactment of court proceedings, and historic photos.



KATHY HIRATA CHIN
(Moderator)
(Retired Partner, Crowell
& Moring LLP.)



HON. DENNY CHIN
(Moderator)
(United States Court of
Appeals for the Second Circuit)



PARRIS BASS
(Wilson Sonsini
Goodrich & Rosati)



JACOB CHEN
(DGW Kramer LLP)



J HORNBECK
(Kaplan Hecker & Fink LLP)



CAT KOZLOWSKI
(Polsinelli PC)



ANGELA LIM
(VIZ.ai)



GLENN MAGPANTAY
(U.S. Commission
on Civil Rights)



MICHAEL NGUYEN
(Patent Law Works)



JACKSON PAI
(Crowell & Moring LLP)



DENNIS QUINIO
(A&O Shearman LLP)



RAYMOND ROLLAN
(State Bar of California)



RACHEL SEE
(Seyfarth Shaw)

PROGRAM HIGHLIGHTS

LANGUAGE, ADVOCACY & VISIBILITY: LAWYERING IN THE LATINE LGBTQ+ COMMUNITY
SPONSORED BY THE HISPANIC NATIONAL BAR ASSOCIATION'S LGBTQ+ DIVISION

FRIDAY, AUGUST 9 | 10:30 AM - 11:45 AM

In this workshop, a panel of LGBTQ+ Latine lawyers will discuss how language (English, Spanish, Spanglish, legalese, LGBTQ+ terminology, pronouns, etc.) plays a role in not only how we define ourselves, but also guides our advocacy on behalf of Latine and LGBTQ+ clients and communities.



RAQUEL RIVERA
(Moderator)
(Porzio, Bromberg & Newman, P.C.)



IVELIZ CRESPO
(Mitchell Silberberg & Knupp LLP)



OMAR GONZALEZ-PAGAN
(Lambda Legal)



ANYA MARINO
(National Women's Law Center)



ANTHONY VARONA
(Seattle University School of Law)



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Contact: Alfredo G. Fernández, Partner and Chair of Shipman's Diversity, Equity and Inclusion Committee

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PROGRAM HIGHLIGHTS

THE SUPREME COURT: WHAT HAPPENED IN THE 2023-24 TERM AND WHAT'S NEXT

FRIDAY, AUGUST 9 | 9:00 AM - 10:15 AM

The panel will analyze the decisions the U.S. Supreme Court issued during its 2023-24 term that are likely to be of greatest interest to those attending Lavender Law (especially cases involving LGBTQ+ and other civil rights issues), provide insights on trends in the Court's developing jurisprudence, and examine the issues presented by the most important cases in which the Supreme Court has accepted cert. for its 2024-25 term.



JON DAVIDSON
(Moderator)
(American Civil
Liberties Union)



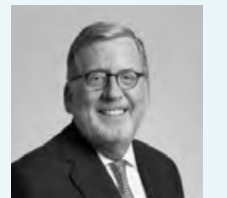
SUNU CHANDY
(Democracy Forward)



ALEXANDER CHEN
(Harvard Law School
LGBTQ+ Advocacy Clinic)



KAREN LOEWY
(Lambda Legal)



PAUL SMITH
(Georgetown University
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DISMANTLING THE ADMINISTRATIVE STATE AND THE IMPACT ON LGBTQI COMMUNITIES

FRIDAY, AUGUST 9 | 3:30 PM - 4:45 PM

What does a Supreme Court case about fishing regulations have to do with LGBTQI rights? Quite a bit, in fact. Government agencies radically impact the lives of our communities: issuing marriage licenses and driver’s licenses, regulating healthcare for people living with HIV, overseeing homelessness and immigration policy, ensuring access to food and gender-affirming care, and enforcing nondiscrimination laws. For decades, federal and state agencies were given wide latitude to administer these programs, with a wide range of consequences for LGBTQI people. However, as reflected most recently in the Loper Bright case, the Supreme Court has charted a course away from this fundamental component of functioning government. Join us as we discuss the present state of administrative law, key developments most relevant to LGBTQI communities, and effective strategies at the federal, state and local agency level to leverage positive outcomes for LGBTQI people.



ELANA REDFIELD
(Moderator)
(Williams Institute)



JOSE ABRIGO
(Lambda Legal)



CLERMON ACKLIN



CHARLY GILFOIL
(National Health Law Program)



AMES SIMMONS
(Duke University
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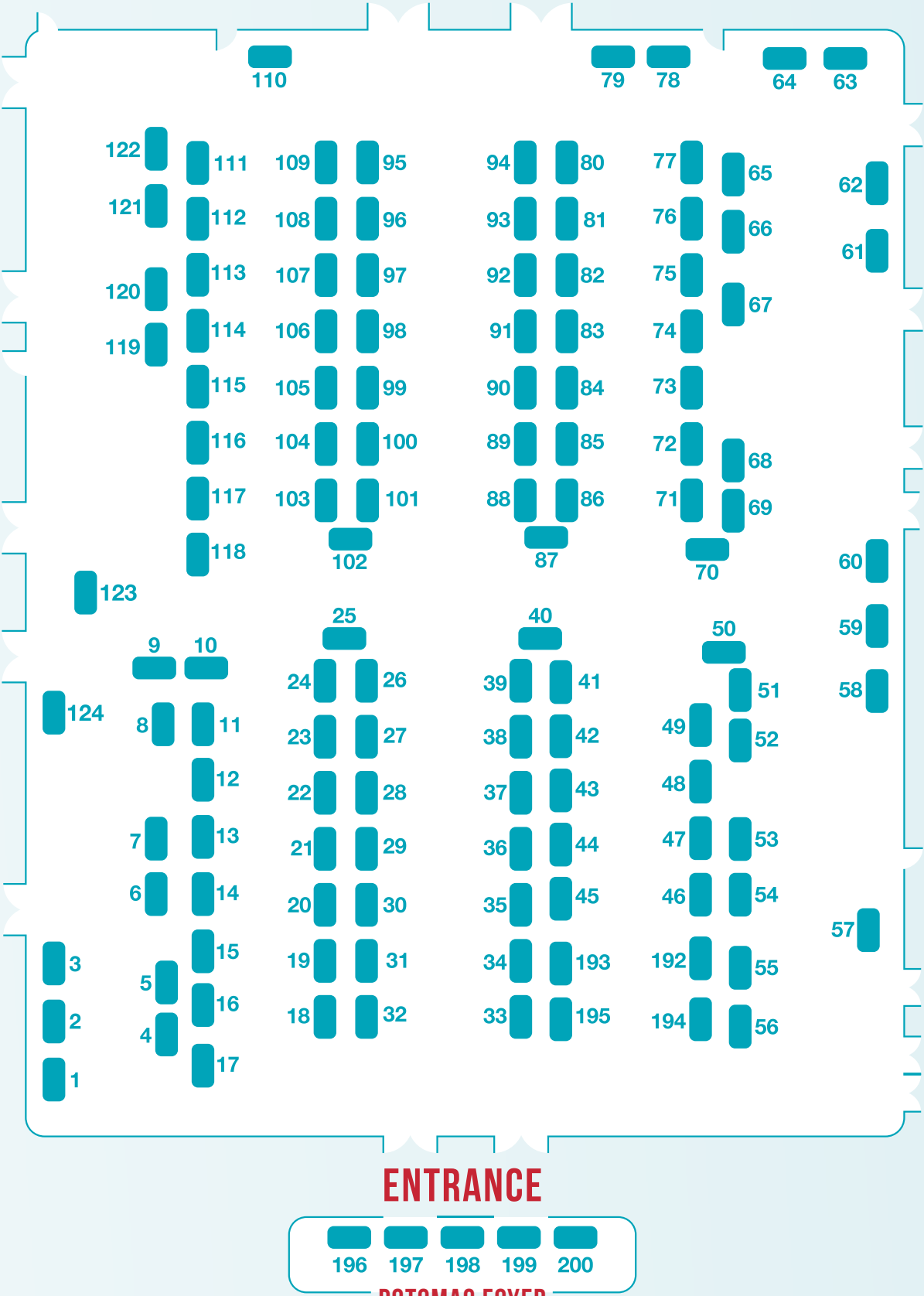
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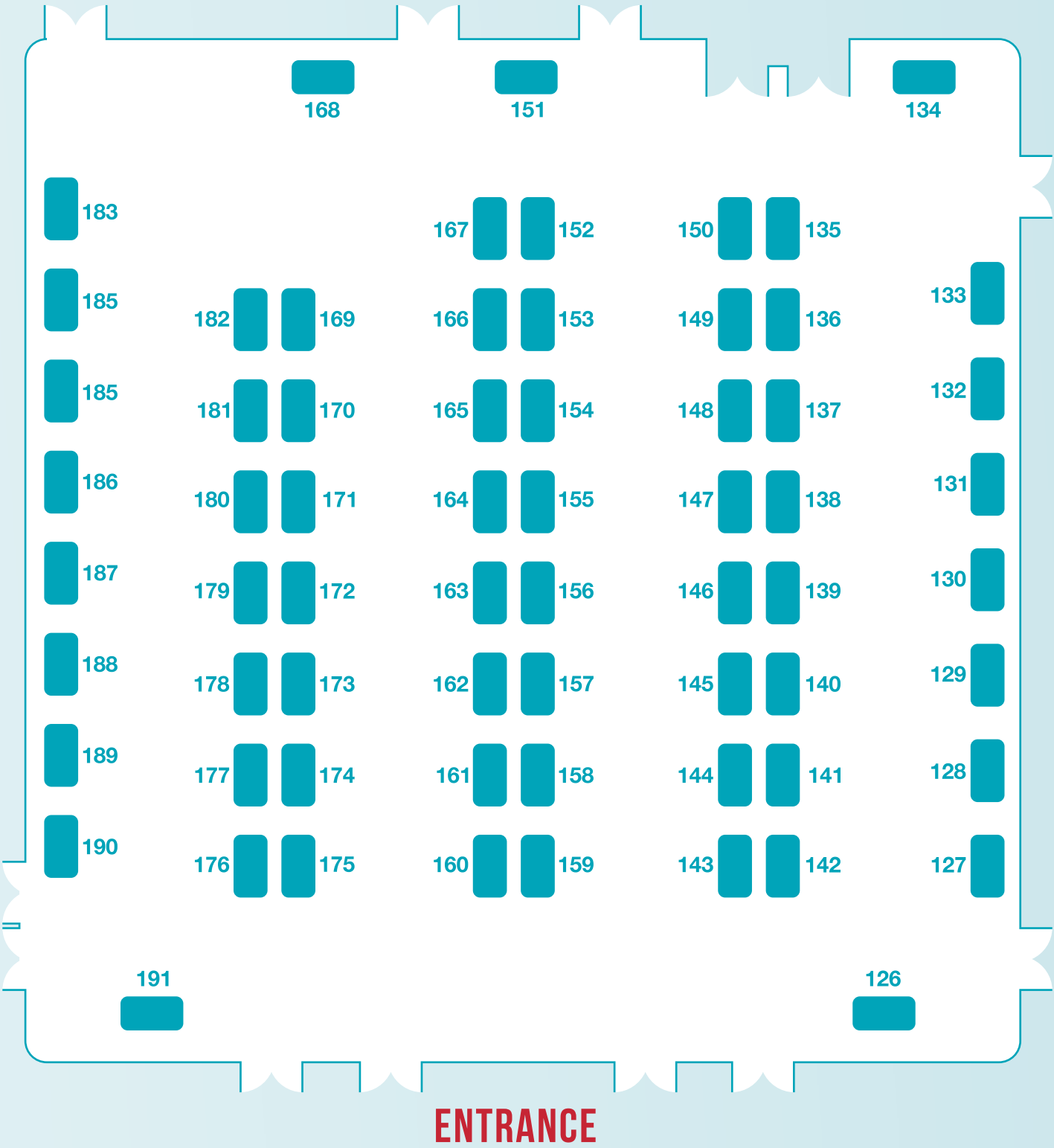
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2024 DIVERSITY, EQUITY AND INCLUSION INDEX

NON-DISCRIMINATION POLICY:

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

GENDER-INCLUSIVE WORKPLACE GUIDELINES:

- 2. 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 offer fully-inclusive transition-related health benefits, including hormone therapy, gender counseling, and gender-affirming surgeries?
- 2b. Does your organization encourage employees to include pronouns in their email signature blocks?
- 2c. Does your organization provide all-gender restrooms in every office on every floor?

LEAVE BENEFITS:

- 3. Does your organization offer parental leave benefits on equal terms for all employees, regardless of sexual orientation, gender identity, or marital status?
- 3a. Nontraditional Family Planning: Does your organization offer medical benefits that cover nontraditional family planning, including artificial insemination, vitro fertilization, cryopreservation, gestational surrogacy, and adoptive benefits?
- 3b-1. Equitable Access to Nontraditional Family Planning (Fertility Benefits): If your organization has a plan as set out in question 3a, are the terms of the policy coverage limited by a medical determination of infertility or determination of likely future infertility, or can all persons access the benefits without such a medical diagnosis (i.e. are they fertility benefits, rather than infertility benefits)?*
- 3b-2. Equal Access to Nontraditional Family Planning (Infertility Benefits): If your organization has a plan as set out in question 3a, which is limited by a medical diagnosis of infertility, is the definition of infertility sufficiently broad as to not exclude the needs of LGBTQ+ or single employees?**

LGBTQ+ INCLUSION TRAININGS:

- 4. Does your organization’s diversity, equity and inclusion programming address LGBTQ+ issues, including a comprehensive transgender and nonbinary workplace training?
- 4a. Does your organization’s anti-sexual harassment training explicitly cover same-sex harassment and harassment of transgender/nonbinary people?

LGBTQ+ AFFINITY GROUP:

- 5. Does your organization have an LGBTQ+ affinity group?
- 5a. Is it open to both attorneys and business professionals?
- 5b. Number of Affinity Group Members?
- 5c. Percentage of members identifying as LGBTQ+?
- 5d. Percentage of members identifying as allies?

SELF-ID - ATTORNEYS:

- 6. Does your workplace allow LGBTQ+ employees to self-identify in a confidential and voluntary manner?
- 6a. Total number of lawyers, firm-wide?
- 6b. Number of equity partners who identify as LGBTQ+?
- 6c. Number of non-equity partners who identify as LGBTQ+?
- 6d. Number of counsel who identify as LGBTQ+?
- 6e. Number of associate attorneys who identify as LGBTQ+?
- 6f. Number of other attorneys who identify as LGBTQ+?
- 6g. Total Number of LGBTQ+ attorneys who also identify as people of color?

PRO BONO HOURS:

- 7. 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?

BILLABLE CREDIT:

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

SPONSORSHIP PROGRAM:

- 9. Does your firm have a formalized sponsorship program focused on LGBTQ+ attorney retention and promotion?

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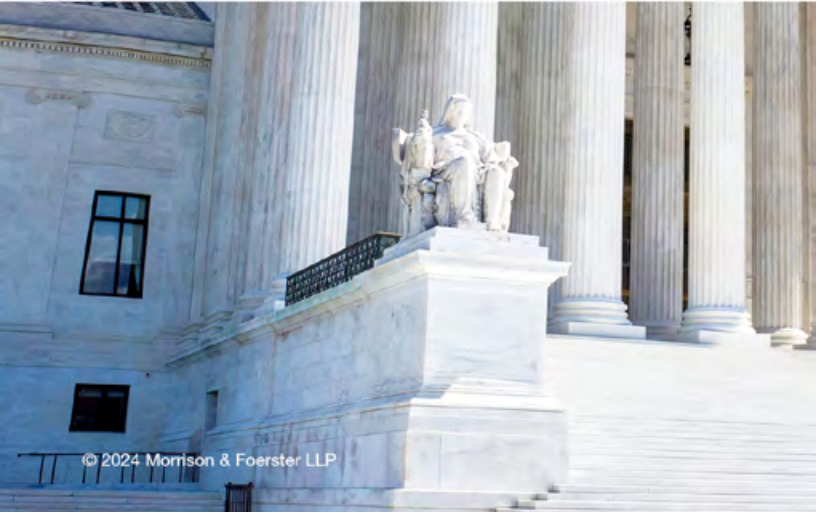
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SPONSORING ORGANIZATION NAME	1. Non-Discrimination Policy	2. Gender-Inclusive Workplace Guidelines	2a. Fully-inclusive transition-related health benefits	2b. Pronouns in their email signature blocks?	2c. All-gender restrooms	3. Leave Benefits	3a. Nontraditional Family Planning	3b-1. Equitable Access to Nontraditional Family Planning	3b-2. Equal Access to Nontraditional Family Planning	4. LGBTQ+ Inclusion Trainings	4a. Anti-sexual harassment training	5. LGBTQ+ Affinity Group	5a. Open to both attorneys and business professionals	5b. Number of Affinity Group Members	5c. Percentage of members identifying as LGBTQ+	5d. Percentage of members identifying as allies	6. Self-ID - attorneys	6a. Total number of lawyers, firm-wide?	6b. Number of equity partners who identify as LGBTQ+?	6c. Number of non-equity partners who identify as LGBTQ+?	6d. Number of counsel who identify as LGBTQ+?	6e. Number of associate attorneys who identify as LGBTQ+?	6f. Number of other attorneys who identify as LGBTQ+?	6g. Total Number of LGBTQ+ attorneys who also identify as people of color?	7. Pro Bono Hours:	8. Billable Credit	9. Sponsorship Program
Acacia Center for Justice	Yes	Yes	Yes	Yes	n/a	Yes	Yes	Yes		Yes	Yes	Yes		0	0	0	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Akerman LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	42	88	12	yes	748	4	8	3	13	0	8	995	No	Yes
Akin Gump Strauss Hauer & Feld LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	64	53	47	Yes	937	8	0	3	43	0	13	4400	Yes	no
A&O Shearman	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	n/a	82	n/a	n/a	Yes	320	13	0	1	23	1	15	597	Yes	No
Allen Matkins Leck Gamble Mallory & Natsis	Yes	Yes	No	Yes	No	Yes	No			Yes	Yes	Yes	No	10	90	10	Yes	240	1	0	1	8	0	0	0	No	Yes
Alston & Bird LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	No	35	100	0	Yes	935	3	8	2	18	2	5	318	Yes	Yes
Altria Client Services LLC	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	500	10	90	Yes	60	n/a	n/a	n/a	n/a	n/a	n/a	200	Yes	Yes
Amazon	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	n/a	n/a	n/a	Yes	1458	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Yes	No
ArentFox Schiff LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	61	74	26	Yes	617	5	9	1	27	2	12	48	Yes	No
Axinn, Veltrop & Harkrider LLP	Yes	Yes	Yes	Yes	No	Yes	No			Yes	Yes	Yes	Yes	23	22	78	Yes	100	0	1	0	5	0	3	4	Yes	No
Baker & Hostetler LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes	No	76	54	46	Yes	1051	13	1	4	25	4	12	365	Yes	Yes
Baker Botts LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes	Yes	80	70	30	Yes	538	7	0	2	23	0	7	5100	Yes	Yes
Baker McKenzie LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	No	No	Yes	Yes	70	93	7	Yes	626	4	3	0	17	0	12	0	Yes	Yes
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	62	37	62	Yes	702	2	3	4	9	1	3	600	No	Yes
Ballard Spahr LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	83	57	43	Yes	595	10	0	5	20	1	9	2267	No	Yes
Barnes & Thornburg	Yes	Yes	Yes	Yes	No	Yes	No			Yes	Yes	Yes	n/a	90	51	49	Yes	725	3	7	3	12	4	5	177	n/a	Yes

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DIVERSITY, EQUITY, AND INCLUSION

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2024 DIVERSITY, EQUITY AND INCLUSION INDEX

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Bass, Berry & Sims PLC	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	167	10	90	Yes	362	2	2	1	7	1	4	400	Yes	Yes
Benesch Friedlander Coplan & Aronoff LLP	Yes	No	Yes	Yes	No	Yes	Yes	Yes		No	No	Yes	Yes	40	48	52	Yes	405	0	3	0	21	0	9	n/a	Yes	No
Blank Rome LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	48	77	9	Yes	720	5	2	4	15	0	3	500	No	Yes
Boies Schiller & Flexner LLP	Yes	Yes	Yes	Yes	No	Yes	No			Yes	Yes	Yes	No	15	87	13	Yes	190	0	5	0	8	0	6	0	n/a	No
Bowman and Brooke LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	No	n/a	0	0	0	Yes	169	0	0	0	1	0	0	0	No	No
Bracewell LLP	Yes	Yes	Yes	No	No	Yes	Yes	Yes		No	No	No	n/a	0	0	0	Yes	343	1	1	1	9	0	1	&2	Yes	No
Bradley Arant Boult Cummings LLP	Yes	No	Yes	No	No	Yes	Yes	Yes		No	No	Yes	No	8	100	0	Yes	654	0	1	0	7	0	3	150	No	No
Bricker Graydon	Yes	Yes	Yes	Yes	No	Yes	No			No	No	Yes	Yes	5	0	0	Yes	195	1	1	1	7	0	2	0	No	No
Bronx County District Attorney's Office	Yes	Yes	Yes	Yes	Yes	Yes	No			Yes	Yes	Yes	Yes	n/a	n/a	n/a	Yes	300	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Yes
Brownstein Hyatt Farber Schreck LLP	Yes	No	Yes	Yes	No	Yes	No			Yes	Yes	Yes	Yes	50	75	25	Yes	274	2	4	0	4	0	0	336	Yes	No
Buchanan Ingersoll & Rooney PC	Yes	Yes	Yes	Yes	No	Yes	No			Yes	Yes	Yes	Yes	57	30	70	Yes	400	2	0	2	7	0	1	1981	No	No
Cahill Gordon & Reindel LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	0	0	0	Yes	320	3	n/a	3	13	0	5	1981	Yes	No
Chapman and Cutler LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	n/a	13	100	0	Yes	249	2	5	0	6	1	2	209	Yes	Yes
Children's Law Center of California	Yes	Yes	No	Yes	Yes	Yes	No			Yes	Yes	No	n/a	n/a	n/a	n/a	Yes	260	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No
Cleary Gottlieb Steen & Hamilton LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	No	81	53	47	Yes	578	5	0	3	42	4	17	2635	Yes	Yes
Clifford Chance LLP	Yes	Yes	Yes	Yes	No	Yes	No			Yes	Yes	Yes	Yes	0	0	0	Yes	388	2	0	3	16	0	8	n/a	Yes	No

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Clyde & Co US LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	50	n/a	n/a	Yes	250	n/a	n/a	n/a	n/a	n/a	n/a	402	Yes	No
Cook County State's Attorney's Office	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	40	95	5	Yes	727	n/a	n/a	30	n/a	n/a	30	0	No	Yes
Cooley LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	259	50	50	Yes	1380	8	n/a	7	69	10	36	5930	Yes	Yes
Covington & Burling LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	186	100	0	Yes	1480	16	n/a	8	91	7	38	10,295	Yes	No
Cozen O'Connor P.C.	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	36	8	92	Yes	864	4	10	2	14	0	6	989	No	Yes
Cravath, Swaine & Moore LLP	Yes	Yes	Yes	Yes	No	Yes	No			Yes	Yes	Yes	No	52	65	35	Yes	523	4	0	1	28	2	16	2636	No	No
Crowell & Moring LLP	Yes	Yes	Yes	Yes	No	Yes	No			Yes	Yes	Yes	No	39	97	0	Yes	575	5	2	2	34	0	16	554	Yes	No
Davis Polk & Wardwell LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	No	124	n/a	n/a	Yes	947	7	n/a	6	51	n/a	14	2604	n/a	Yes
Davis Wright Tremaine LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		No	No	Yes	No	45	100	0	Yes	656	11	5	2	27	1	14	525	Yes	Yes
Day Pitney	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	21	43	57	Yes	312	0	3	0	8	0	1	75	Yes	No
Debevoise & Plimpton LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	53	89	11	Yes	783	7	0	5	56	1	25	8666	No	Yes
Dechert LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes	Yes	67	100	n/a	Yes	1000	2	4	4	36	0	9	0	Yes	Yes
Dentons	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	38	79	21	Yes	748	10	0	0	20	2	12	2000	Yes	Yes
Dickinson Wright PLLC	Yes	Yes	Yes	Yes	Yes	Yes	No			Yes	Yes	Yes	Yes	15	10	33	Yes	500	1	2	1	6	0	1	n/a	Yes	Yes
Dinsmore & Shohl LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	259	15	85	Yes	709	1	4	0	11	1	5	200	Yes	Yes
Dorsey & Whitney LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	89	39	61	Yes	600	2	0	0	15	0	5	69	Yes	Yes

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Use the QR codes below to learn more about Foley’s LGBTQIA+ community by listening to our podcast—The Path & The Practice—featuring LGBTQIA+ Affinity Group co-chair Jack Lord (episode 5), former co-chair Eileen Ridley (episode 32), and former Summer Associate James Austin (episode 91).



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Duane Morris LLP	Yes	No	Yes	No	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	29	79	21	Yes	952	5	2	4	16	0	6	1173	n/a	Not
Epstein Becker & Green, P.C.	Yes	Yes	Yes	Yes	No	Yes	No	Yes		Yes	Yes	Yes	Yes	17	82	18	Yes	343	0	2	0	8	0	4	500	Yes	Yes
Eversheds Sutherland LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	21	100	0	Yes	400	3	1	5	13	0	7	n/a	Yes	No
Faegre Drinker Biddle & Reath LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	49	100	0	Yes	1085	7	0	1	25	0	8	330	Yes	No
Federal Aviation Administration	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		No	No	Yes	Yes	30	85	15	Yes	100	n/a	n/a	10	n/a	n/a	n/a	n/a	n/a	No
Federal Energy Regulatory Commission	Yes	Yes	Yes	No	No	Yes	Yes	Yes	Yes	No	No	Yes	Yes	1	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No
Fenwick & West LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes	Yes	84	n/a	n/a	Yes	196	2	0	4	20	0	9	414	Yes	No
Filevine	Yes	No	No	No	No	Yes	No			No	Yes	Yes	n/a	53	9	91	No	4	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No
Finnegan, Henderson, Farabow, Garrett & Dunner, LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	No	No	Yes	Yes	135	6	n/a	Yes	293	2	0	2	12	0	7	0	Yes	No
Fish & Richardson P.C.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	62	100	n/a	Yes	356	4	3	0	13	0	7	1199	Yes	No
Fisher Phillips, LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	No	n/a	0	0	0	Yes	596	5	2	0	7	1	5	300	No	No
Foley & Lardner LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	349	25	75	Yes	1098	9	0	5	24	0	9	500	No	Yes
Fox Rothschild LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		No	No	Yes	Yes	30	95	5	Yes	973	7	9	1	14	0	7	0	Yes	Yes
Fragomen, Del Rey, Bernsen & Loewy	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		No	No	Yes	Yes	55	54	46	Yes	783	3	4	1	18	0	9	112	No	No
Fredrikson & Byron, P.A.	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	18	100	0	Yes	391	2	0	0	7	0	3	0	Yes	No
Freshfields Bruckhaus Deringer LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes	Yes	47	50	50	Yes	428	3	0	2	19	0	7	1090	Yes	No

SPONSORING ORGANIZATION NAME	1. Non-Discrimination Policy	2. Gender-Inclusive Workplace Guidelines	2a. Fully-inclusive transition-related health benefits	2b. Pronouns in their email signature blocks?	2c. All-gender restrooms	3. Leave Benefits	3a. Nontraditional Family Planning	3b-1. Equitable Access to Nontraditional Family Planning	3b-2. Equal Access to Nontraditional Family Planning	4. LGBTQ+ Inclusion Trainings	4a. Anti-sexual harassment training	5. LGBTQ+ Affinity Group	5a. Open to both attorneys and business professionals	5b. Number of Affinity Group Members	5c. Percentage of members identifying as LGBTQ+	5d. Percentage of members identifying as allies	6. Self-ID - attorneys	6a. Total number of lawyers, firm-wide?	6b. Number of equity partners who identify as LGBTQ+?	6c. Number of non-equity partners who identify as LGBTQ+?	6d. Number of counsel who identify as LGBTQ+?	6e. Number of associate attorneys who identify as LGBTQ+?	6f. Number of other attorneys who identify as LGBTQ+?	6g. Total Number of LGBTQ+ attorneys who also identify as people of color?	7. Pro Bono Hours:	8. Billable Credit	9. Sponsorship Program
Fried, Frank, Harris, Shriver & Jacobson LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	77	56	44	Yes	747	4	0	2	48	0	13	2124	Yes	No
Frost Brown Todd	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	20	100	100	Yes	587	2	5	0	12	3	5	167	No	No
GE Aerospace	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	n/a	n/a	n/a	Yes	109	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Yes	Yes
Gibson, Dunn & Crutcher LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	183	70	30	Yes	1600	8	4	7	109	0	51	9200	No	No
Goodwin LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	128	100	0	Yes	1901	13	7	4	97	7	48	3594	Yes	No
Greenberg Traurig, LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes	Yes	106	87	13	Yes	2723	35	0	6	55	0	25	679	Yes	Yes
Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	40	35	65	Yes	400	3	n/a	1	8	n/a	2	n/a	Yes	No
Haynes and Boone, LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes	No	53	46	54	Yes	651	5	2	4	12	0	4	n/a	Yes	No
Hogan Lovells (US) LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	320	29	33	Yes	969	10	6	1	45	2	46	1700	Yes	Yes
Holland & Knight LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	n/a	64	92	0	Yes	2162	14	13	5	38	5	49	0	Yes	Yes
Holwell Shuster & Goldberg LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes	Yes	21	24	76	Yes	78	0	0	0	4	2	2	0	Yes	Yes
Hunton Andrews Kurth LLP	Yes	No	Yes	No	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	46	n/a	n/a	Yes	869	3	0	1	18	0	6	356	Yes	Yes
Husch Blackwell LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	85	100	0	Yes	1052	4	5	5	30	2	6	619	Yes	Yes
Jackson Lewis P.C.	Yes	Yes	Yes	Yes	No	Yes	No	Yes		Yes	Yes	Yes	No	54	40	60	Yes	1039	1	3	1	14	2	6	0	Yes	No
Jackson Walker LLP	Yes	No	No	No	No	Yes	Yes	Yes		No	No	Yes	No	26	38	62	Yes	514	0	6	1	2	0	0	0	No	Yes
JAMS	Yes	Yes	No	Yes	No	Yes	No			Yes	Yes	Yes	n/a	n/a	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No	Yes

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SPONSORING ORGANIZATION NAME	1. Non-Discrimination Policy	2. Gender-Inclusive Workplace Guidelines	2a. Fully-inclusive transition-related health benefits	2b. Pronouns in their email signature blocks?	2c. All-gender restrooms	3. Leave Benefits	3a. Nontraditional Family Planning	3b-1. Equitable Access to Nontraditional Family Planning	3b-2. Equal Access to Nontraditional Family Planning	4. LGBTQ+ Inclusion Trainings	4a. Anti-sexual harassment training	5. LGBTQ+ Affinity Group	5a. Open to both attorneys and business professionals	5b. Number of Affinity Group Members	5c. Percentage of members identifying as LGBTQ+	5d. Percentage of members identifying as allies	6. Self-ID - attorneys	6a. Total number of lawyers, firm-wide?	6b. Number of equity partners who identify as LGBTQ+?	6c. Number of non-equity partners who identify as LGBTQ+?	6d. Number of counsel who identify as LGBTQ+?	6e. Number of associate attorneys who identify as LGBTQ+?	6f. Number of other attorneys who identify as LGBTQ+?	6g. Total Number of LGBTQ+ attorneys who also identify as people of color?	7. Pro Bono Hours:	8. Billable Credit	9. Sponsorship Program
Jenner & Block LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	73	n/a	n/a	Yes	534	7	7	5	51	2	21	2926	Yes	No
Jones Day	Yes	Yes	Yes	No	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	118	n/a	n/a	Yes	2498	14	n/a	1	46	1	9	1935	No	No
K&L Gates LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	55	84	16	Yes	1255	5	7	0	46	2	24	655	Yes	No
Katten Muchin Rosenman LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	30	100	0	Yes	698	1	11	3	22	0	8	300	Yes	Yes
Kentucky Department of Public Advocacy	Yes	No	No	Yes	No	Yes	No			Yes	Yes	Yes	Yes	n/a	n/a	n/a	Yes	13	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No
King & Spalding LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	58	n/a	n/a	Yes	1134	13	n/a	2	38	3	210	3575	No	Yes
Knobbe, Martens, Olson & Bear, LLP	Yes	No	Yes	Yes	No	Yes	No			Yes	Yes	Yes	No	10	77	23	Yes	285	1	0	0	9	1	1	0	Yes	No
Kramer Levin Naftalis & Frankel LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	23	n/a	n/a	Yes	320	4	1	3	3	0	1	634	Yes	No
Kutak Rock LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	No	No	Yes	Yes	25	52	48	Yes	567	9	1	0	5	0	1	0	No	No
Liberty Mutual Insurance	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	6295	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Yes
Linklaters LLP	Yes	Yes	Yes	Yes	No	No	No			Yes	No	Yes	n/a	n/a	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Yes	No
Littler Mendelson P.C.	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		No	No	Yes	n/a	n/a	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Yes	Yes
Locke Lord LLP	Yes	No	Yes	No	No	Yes	Yes	Yes		No	No	Yes	No	28	54	46	Yes	562	5	1	1	10	3	2	20	Yes	No
Lowenstein Sandler LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	11	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3421	Yes	Yes
Manatt, Phelps & Phillips, LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	31	75	25	Yes	295	3	3	1	7	0	4	780	Yes	No
Marion County Prosecutor's Office	Yes	Yes	Yes	Yes	No	Yes	No			Yes	Yes	Yes	Yes	23	35	65	Yes	165	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No

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McDermott Will & Emery	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	166	75	25	Yes	1106	13	14	6	31	4	16	1062	Yes	No
McGuireWoods LLP	Yes	No	No	No	No	Yes	Yes	Yes		Yes	Yes	Yes	No	25	100	0	Yes	923	2	4	4	12	0	2	436	No	Yes
Michael Best & Friedrich LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	58	29	71	Yes	309	3	2	1	5	0	6	45	Yes	No
Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	232	26	74	Yes	561	6	2	3	15	0	8	n/a	Yes	No
Morgan, Lewis and Bockius LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	No	100	73	27	Yes	1688	18	0	4	69	0	30	3859	Yes	No
Morrison & Foerster LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes	Yes	100	80	20	Yes	1080	13	3	10	48	1	28	2117	Yes	Yes
Munger, Tolles & Olson LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	No	18	100	0	Yes	0	3	0	0	15	0	5	772	No	Yes
Nelson Mullins Riley & Scarborough LLP	Yes	Yes	No	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	No	80	34	66	Yes	989	5	8	2	24	0	7	100	Yes	Yes
Netflix	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		No	Yes	Yes	Yes	816	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No
New York County Manhattan District Attorney's Office	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	41	n/a	n/a	Yes	541	n/a	n/a	n/a	n/a	n/a	7	n/a	n/a	No
Nixon Peabody LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	0	0	0	Yes	618	2	8	1	12	4	10	1129	Yes	Yes
Norton Rose Fulbright US LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	No	Yes	Yes	56	100	0	Yes	826	9	0	8	19	0	11	551	Yes	No
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.	Yes	Yes	Yes	Yes	No	Yes	No			Yes	Yes	Yes	No	41	95	5	Yes	995	7	4	8	28	0	12	0	Yes	No
O'Melveny & Myers LLP	Yes	Yes	Yes	Yes	No	Yes	No			Yes	No	Yes	No	90	42	58	Yes	856	5	0	14	35	1	14	870	Yes	Yes
Orrick, Herrington & Sutcliffe LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	99	65	35	Yes	1288	12	0	8	52	1	26	7500	Yes	Yes
Paul Hastings LLP	Yes	Yes	Yes	No	No	Yes	Yes	Yes		Yes	No	Yes	Yes	n/a	n/a	n/a	Yes	1206	13	0	3	25	1	14	2769	Yes	No

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2024 DIVERSITY, EQUITY AND INCLUSION INDEX

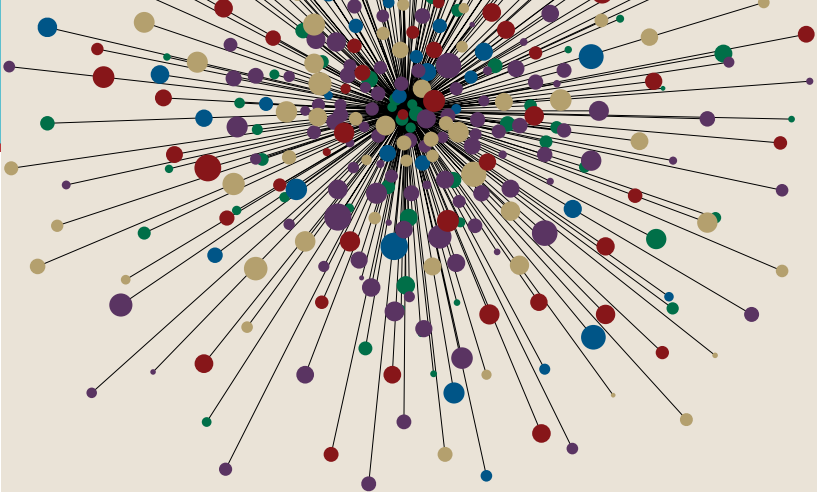
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Perkins Coie LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	132	70	28	Yes	0	19	0	13	32	1	0	2622	Yes	No
Phillips Lytle LLP	Yes	Yes	No	Yes	No	Yes	No			No	No	No	n/a	0	0	0	Yes	142	0	n/a	0	2	n/a	1	44	No	No
Pillsbury Winthrop Shaw Pittman LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes	Yes	73	64	35	Yes	703	10	0	4	20	0	10	6700	Yes	Yes
Polsinelli PC	Yes	Yes	Yes	Yes	No	Yes	No			No	No	Yes	No	77	33	67	Yes	1027	3	5	6	26	1	8	55	Yes	No
Porter Wright Morris & Arthur	Yes	Yes	Yes	Yes	No	Yes	No			Yes	No	Yes	Yes	62	10	90	Yes	160	2	0	0	1	3	01	150	Yes	No
Proskauer Rose LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Not	40	38	2	Yes	807	6	3	4	29	2	8	1197	No	Yes
Public Justice	Yes	Yes	Yes	Yes	n/a	Yes	n/a	Yes		Yes	Yes	Yes	n/a	n/a	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Yes	Yes
Quarles & Brady LLP	Yes	Yes	Yes	Yes	No	Yes	No		Yes	Yes	Yes	Yes	Yes	26	81	19	Yes	506	3	2	0	5	1	2	997	No	No
Queens County District Attorney's Office	Yes	Yes	Yes	No	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	50	95	5	Yes	350	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No	Yes
Quinn Emanuel Urquhart & Sullivan	Yes	No	Yes	No	No	Yes	Yes	Yes		Yes	Yes	Yes	n/a	n/a	n/a	n/a	Yes	1600	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No	No
Reed Smith LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	150	47	53	Yes	1600	8	10	9	32	4	15	650	Yes	Yes
Richmond County District Attorney's Office	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	25	5	95	Yes	72	0	0	6	6	6	2	n/a	No	No
Robins Kaplan LLP	Yes	Yes	Yes	Yes	no	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	18	44	56	Yes	184	2	1	1	1	0	2	720	Yes	Yes
Robinson & Cole LLP	Yes	No	Yes	Yes	No	Yes	No			Yes	Yes	No	n/a	0	0	0	Yes	261	1	1	1	6	0	3	n/a	Yes	No
Ropes & Gray LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		No	No	Yes	No	204	45	55	Yes	1600	10	n/a	7	86	7	31	6500	Yes	No
Saul Ewing LLP	Yes	Yes	Yes	Yes	No	Yes	No	Yes		Yes	Yes	Yes	Yes	44	39	61	Yes	412	6	0	1	10	0	1	120	Yes	Yes

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Schulte Roth & Zabel LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes	Yes	49	49	51	Yes	380	4	0	2	16	1	3	2130	Yes	No
Seyfarth Shaw LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	54	59	41	Yes	968	10	8	13	10	1	0	730	No	Yes
Sheppard, Mullin, Richter & Hampton LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	n/a	57	77	23	Yes	1003	2	8	3	31	3	10	2210	Yes	Yes
Sherman & Howard LLC	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		No	Yes	Yes	Yes	16	45	55	Yes	143	0	0	1	4	0	0	n/a	Yes	No
Shipman & Goodwin LLP	Yes	Yes	No	Yes	No	Yes	Yes	Yes		Yes	Yes	No	n/a	0	0	0	Yes	143	0	0	0	2	0	0	171	Yes	No
Shook, Hardy & Bacon LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	54	52	48	Yes	532	6	5	5	11	2	4	1677	Yes	Yes
Sidley Austin LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	No	119	99	1	Yes	1708	17	n/a	4	96	3	47	1120	Yes	Yes
Simpson Thacher & Bartlett LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes	No	62	84	16	Yes	1112	4	5	9	51	2	16	535	No	Yes
Skadden, Arps, Slate, Meagher & Flom LLP	Yes	Yes	Yes	Yes	no	Yes	Yes	Yes		Yes	Yes	Yes	Yes	152	54	46	Yes	1203	7	0	4	51	0	20	500	Yes	No
Spencer Fane LLP	Yes	no	Yes	Yes	No	Yes	No			Yes	Yes	Yes	Yes	n/a	n/a	n/a	Yes	520	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No	No
Squire Patton Boggs	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	n/a	16	94	6	Yes	608	2	5	1	15	1	7	536	Yes	No
Steptoe & Johnson	Yes	Yes	No	Yes	No	Yes	No			Yes	Yes	Yes	n/a	88	14	0	Yes	378	2	3	1	6	0	6	800	Yes	No
Stradley Ronon Stevens & Young, LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	n/a	20	95	5	Yes	204	2	3	0	6	0	1	75	Yes	Yes
Taft Stettinius & Hollister LLP	Yes	No	Yes	No	No	Yes	No			Yes	Yes	Yes	Yes	n/a	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No	No
Target Corporation	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	3000	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No	No
Thompson Coburn LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	n/a	n/a	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Yes	Yes



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SPONSORING ORGANIZATION NAME	1. Non-Discrimination Policy	2. Gender-Inclusive Workplace Guidelines	2a. Fully-inclusive transition-related health benefits	2b. Pronouns in their email signature blocks?	2c. All-gender restrooms	3. Leave Benefits	3a. Nontraditional Family Planning	3b-1. Equitable Access to Nontraditional Family Planning	3b-2. Equal Access to Nontraditional Family Planning	4. LGBTQ+ Inclusion Trainings	4a. Anti-sexual harassment training	5. LGBTQ+ Affinity Group	5a. Open to both attorneys and business professionals	5b. Number of Affinity Group Members	5c. Percentage of members identifying as LGBTQ+	5d. Percentage of members identifying as allies	6. Self-ID - attorneys	6a. Total number of lawyers, firm-wide?	6b. Number of equity partners who identify as LGBTQ+?	6c. Number of non-equity partners who identify as LGBTQ+?	6d. Number of counsel who identify as LGBTQ+?	6e. Number of associate attorneys who identify as LGBTQ+?	6f. Number of other attorneys who identify as LGBTQ+?	6g. Total Number of LGBTQ+ attorneys who also identify as people of color?	7. Pro Bono Hours:	8. Billable Credit	9. Sponsorship Program
Thompson Hine LLP	Yes	Yes	Yes	Yes	No	Yes	No			Yes	Yes	No	n/a	n/a	n/a	n/a	Yes	391	2	2	4	9	3	5	n/a	Yes	No
Thomson Reuters	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	500	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No
Travelers	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	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	No
Troutman Pepper Hamilton Sanders LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	258	27	73	Yes	1113	4	3	4	33	2	10	1000	No	No
U.S. Army JAG Corps	Yes	Yes	Yes	No	No	Yes	Yes	Yes		Yes	Yes	Yes	n/a	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	No
U.S. Coast Guard JAG Corps	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	n/a	100	n/a	n/a	Yes	400	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No
U.S. Department of Defense, Office of General Counsel	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes		Yes	Yes	No	n/a	n/a	n/a	n/a	Yes	200	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Yes	No
U.S. Department of State	Yes	Yes	No	Yes	No	Yes	No			No	No	Yes	Yes	n/a	n/a	n/a	Yes	220	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No
U.S. Navy JAG Corps	Yes	Yes	Yes	No	No	Yes	Yes	Yes	Yes	No	No	Yes	Yes	n/a	n/a	n/a	No	1000	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Yes
U.S. Postal Service	Yes	Yes	Yes	No	No	Yes	Yes	Yes	Yes	No	No	Yes	Yes	n/a	n/a	n/a	No	260	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No
Venable LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	No	Yes	n/a	26	n/a	n/a	Yes	831	2	4	5	14	1	6	n/a	No	No
Vinson & Elkins LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	102	21	79	Yes	696	4	0	4	13	1	4	165	Yes	No
Vorys, Sater, Seymour and Pease LLP	Yes	No	No	Yes	No	Yes	Yes	Yes		No	No	No	n/a	0	0	0	Yes	357	2	0	0	6	0	2	n/a	No	No
Wachtell, Lipton, Rosen and Katz	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes	No	11	100	0	Yes	253	2	n/a	0	9	0	1	n/a	n/a	No
Williams & Connolly LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		No	No	Yes	Yes	37	100	0	Yes	375	1	0	1	21	6	7	0	Yes	No
Willkie Farr & Gallagher LLP	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes		No	No	Yes	No	54	65	35	Yes	1293	7	2	0	48	0	28	4859	No	No

2024 DIVERSITY, EQUITY AND INCLUSION INDEX

SPONSORING ORGANIZATION NAME	1. Non-Discrimination Policy	2. Gender-Inclusive Workplace Guidelines	2a. Fully-inclusive transition-related health benefits	2b. Pronouns in their email signature blocks?	2c. All-gender restrooms	3. Leave Benefits	3a. Nontraditional Family Planning	3b-1. Equitable Access to Nontraditional Family Planning	3b-2. Equal Access to Nontraditional Family Planning	4. LGBTQ+ Inclusion Trainings	4a. Anti-sexual harassment training	5. LGBTQ+ Affinity Group	5a. Open to both attorneys and business professionals	5b. Number of Affinity Group Members	5c. Percentage of members identifying as LGBTQ+	5d. Percentage of members identifying as allies	6. Self-ID - attorneys	6a. Total number of lawyers, firm-wide?	6b. Number of equity partners who identify as LGBTQ+?	6c. Number of non-equity partners who identify as LGBTQ+?	6d. Number of counsel who identify as LGBTQ+?	6e. Number of associate attorneys who identify as LGBTQ+?	6f. Number of other attorneys who identify as LGBTQ+?	6g. Total Number of LGBTQ+ attorneys who also identify as people of color?	7. Pro Bono Hours:	8. Billable Credit	9. Sponsorship Program
WilmerHale	Yes	Yes	Yes	Yes	no	Yes	Yes	Yes		Yes	Yes	Yes	No	85	100	0	Yes	1048	7	0	1	51	9	14	7000	Yes	No
Wilson Sonsini Goodrich & Rosati	Yes	Yes	No	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	112	47	53	Yes	1034	12	0	3	44	0	20	3500	Yes	No
Winston & Strawn LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	84	96	4	Yes	895	14	0	3	31	1	20	3775	Yes	Yes
Womble Bond Dickinson	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	314	9	97	Yes	605	2	5	2	5	0	2	n/a	No	No

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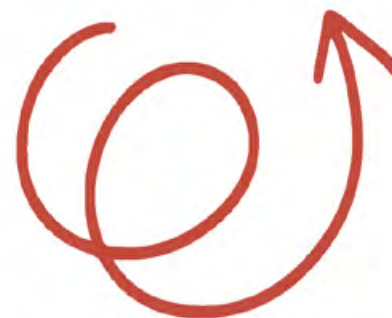
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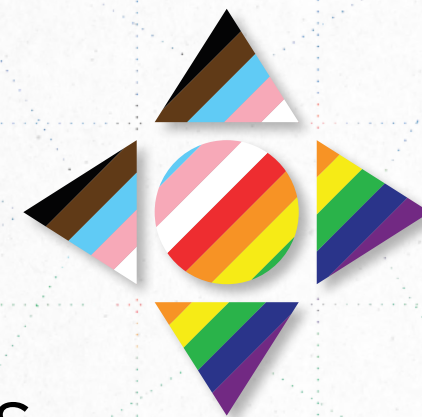
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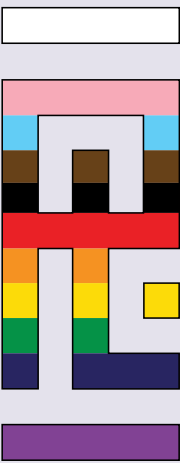


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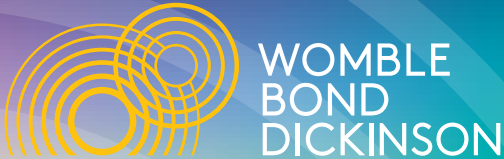


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WBD Pride

Diversity, inclusion, and justice for all matter to you—and to us. We look forward to attending the Lavender Law® Conference & Career Fair, where these shared principles will be at the forefront. We value LGBTQIA+ equality, knowing our individual differences make us a more powerful whole.



Daniel Attway
Partner
t: 302.252.4365
e: daniel.attaway@wbd-us.com

Christine Xiao
Associate
t: 919.755.2143
e: christine.xiao@wbd-us.com

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