

2021 Inclusion, Equity & Diversity Annual Report



Introduction

Welcome to Littler’s Inclusion, Equity & Diversity (IE&D) Annual Report. This past year continued to bring significant challenges stemming from the pandemic, which has disproportionately impacted women and communities of color. Meanwhile, organizations around the globe grappled with the ongoing transformation of the workplace and implementing new work models and policies. Yet we also saw signs of hope, including guilty verdicts in the trials for the murders of George Floyd and Ahmaud Arbery. Against this shifting backdrop, Littler has furthered its commitment to IE&D and remains focused on building a more inclusive future.

I was honored to take the helm in January 2021 as Littler’s Managing Director. On my first day in the role, I appointed Littler’s first Chief IE&D Officer, Paul Bateman, to further strengthen our culture of inclusivity and expand the diversity of our team. Even the most forward-thinking organizations, like Littler, must constantly advance their commitments to IE&D, and having a C-suite role for IE&D further ensures that these values are part of every decision we make. With Paul working alongside our Diversity & Inclusion Council co-chairs, Eddie Chyun and Mark Phillis, Littler is well positioned to enhance our efforts to foster a culture of empowerment where people of all backgrounds belong, grow and succeed.

As you will read in the following pages, Littler introduced a number of new initiatives over the last year, including the launch of two affinity groups – Individuals with Disabilities and the Veterans Initiative. The firm also revamped its Investment for Success Program, now called SOAR, which pairs newly hired associates from underrepresented groups with a shareholder mentor to help ensure they are successfully integrated into the firm.

As part of our ongoing dedication to the fight for social justice, Littler implemented additional measures in 2021. The firm strengthened its pro bono efforts and worked closely with the Law Firm Antiracism Alliance on several projects focused on creating racial equity. Additionally, Littler made a \$25,000 donation to Asian Americans Advancing Justice to help fight the increase in anti-Asian hate crimes related to the coronavirus pandemic, and we offered additional internal programming focused on allyship.

At Littler, we take pride in our diverse attorney workforce, which includes 53% women, 21% individuals of color and 5% individuals who identify as LGBTQ+. However, we know that there is still work to be done and we remain steadfast in driving meaningful change – not only within our firm, but also within the legal profession as a whole.

As we reflect on our IE&D efforts and achievements from 2021, we look forward to our continued progress in the year to come.

Erin Webber

Managing Director and President



Meet the Diversity & Inclusion Council

Co-Chairs



Eddie Chyun
Shareholder
Cleveland, OH



Mark Phillis
Shareholder
Pittsburgh, PA

Members



Paul Bateman
Chief Inclusion, Equity & Diversity Officer
Chicago, IL



Mel Cole
Shareholder
San Francisco, CA



Meg Copley
Program Director,
Little CaseSmart
Clemmons, NC



Nancy Delogu
Shareholder
Washington, D.C.



Mark Flores
Associate
Dallas, TX



Danielle Herring
Shareholder
Houston, TX



Margaret Parnell Hogan
Shareholder
Denver, CO



Nate Jenkins
Associate
Sacramento, CA



Jeffrey Jones
Shareholder
Orlando, FL



Tedd Kochman
Shareholder
Newark, NJ



Nina Markey
Shareholder
Philadelphia, PA



LaToi Mayo
Shareholder
Lexington, KY



Emily McNee
Associate*
Minneapolis, MN



Eunju Park
Associate
Washington, D.C.



Lauren Schwartzreich
Shareholder
Denver, CO



Stephan Swinkels
Shareholder
Amsterdam, Netherlands



Michael Wilder
Shareholder
Chicago, IL



Kate Mrkonich Wilson
Board of Directors Chair
Minneapolis, MN

Corporate Members

Amber Crosby
Manager - Inclusion,
Equity & Diversity
Kansas City, MO

Karen Herz
Executive Director - Attorney
Recruiting & Development
San Francisco, CA

Cheri Husney
Chief Marketing and Business
Development Officer
Atlanta, GA

Jen Klein
Senior Director -
Marketing Communications
Los Angeles, CA

Diversity by the Numbers

At Littler, one of our biggest assets is our people. Over the past year, the firm maintained its focus on increasing the number and percentage of our attorneys who self-identify as of color, women and LGBTQ+. These numbers represent the firm's ongoing commitment to greater inclusion and diversity.*

62%

Overall

44%

Leadership

73%

New Hires

76%

Elevated
Shareholders

**Statistics (as of 12/1/21)*

Meet Paul Bateman – Littler’s Chief IE&D Officer

Paul Bateman has made his mark as a leader in the area of inclusion and diversity. He was instrumental in launching the firm’s Diversity & Inclusion Council (Council) nearly 20 years ago and has now stepped into the role of Littler’s first Chief Inclusion, Equity and Diversity (IE&D) Officer.

“My goal is to impart a culture where everyone at Littler – no matter who they are, where they came from or what they look like – feels like they belong and can thrive and advance their careers here,” said Bateman.

Bateman has held several leadership roles over the years, including prior and current service on the firm’s Management Committee in addition to the Council. He has also been heavily involved in the Bollo affinity group and hosted its first group meeting.

This new role is a result of Littler Managing Director Erin Webber’s vision for continuing to elevate and advance the firm’s strong culture of inclusivity and diversity.

“I consider Paul to be both a friend and a mentor, and he was the perfect choice to further Littler’s strong emphasis on our culture of inclusivity and the diversity of our team,” said Webber.

Bateman’s focus has been to build on the firm’s recognized track record regarding IE&D. Over the past year, he has worked with the firm’s Council and other team members on key initiatives, such as the Career Advocacy Program, the SOAR Program, unconscious bias training, social justice efforts and the “Breaking Through” shareholder compensation initiative.

With this appointment, Bateman also joined several firm committees, including the Shareholder Candidate Committee, the Shareholder Compensation Committee, and the Associates Committee.

“With Paul’s participation in these committees, we can ensure all of the decisions we make in the firm have an eye toward fostering inclusion,” Webber said.

“It has been a great honor to assume the role of Chief IE&D Officer. I am excited every day to work alongside leadership and the Council to further build upon Littler’s many IE&D programs and initiatives, as well as to ensure that the firm’s culture represents inclusion, equity and diversity at every level,” said Bateman.

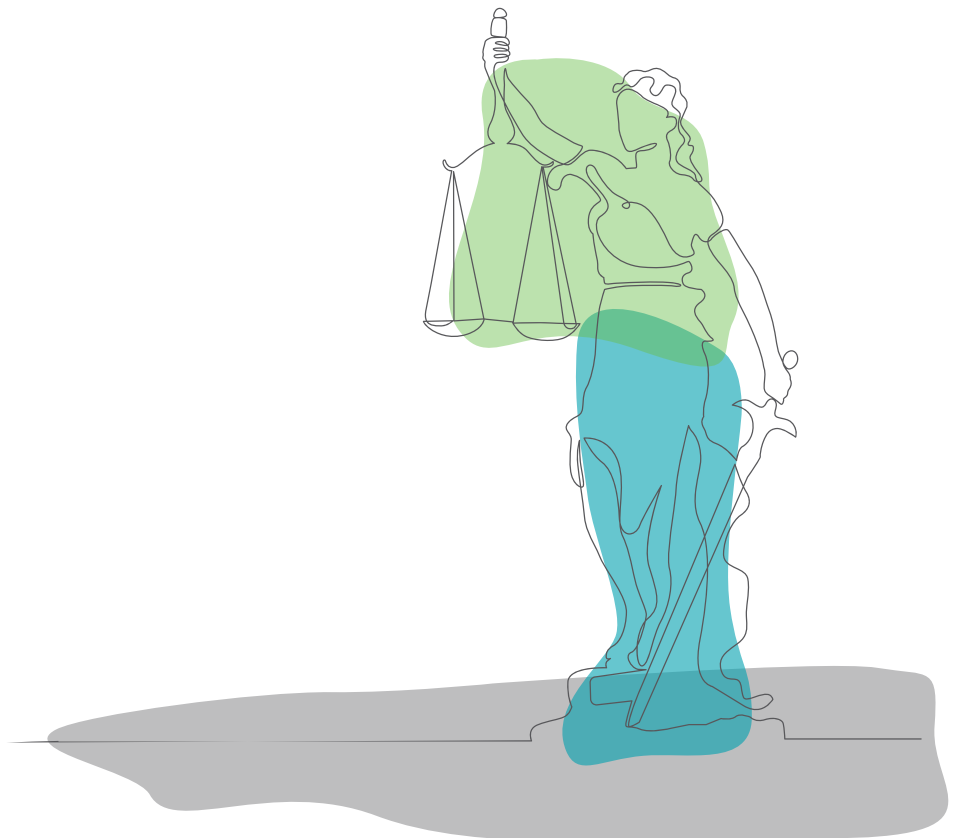


Social Justice

Littler's commitment to inclusion, equity and diversity has never been more paramount. Over the past year, the firm has continued to become a stronger ally to those communities who continue to face ongoing marginalization, racism and oppression. We are committed to speaking out and doing our part to advance efforts towards achieving racial equality.

In 2021, the firm took additional measures to reinforce our commitment, which include the following:

- Increased pro bono efforts, including working in partnership with the Law Firm Antiracism Alliance.
- Running a pilot program for new case assignments (similar to the NFL's "Rooney Rule" and Diversity Lab's "Mansfield Rule" the firm currently follows with regard to leadership opportunities), and tracking our progress in further diversifying the shareholders who serve as matter responsible attorneys on new cases.
- Ongoing educational webinars on various social justice and allyship topics.
- An internal speaker series featuring prominent experts, such as American Historian Doris Goodwin Kearns, and academic, author, ordained minister, and radio host Dr. Michael Eric Dyson.
- A donation of \$25,000 to Asian Americans Advancing Justice to help fight anti-Asian hate crimes.



- Established Juneteenth as an ongoing firm-wide holiday to honor the significance of the day and as part of the continued support for our Black colleagues and community members.
 - To commemorate Juneteenth in 2021, Littler shared a podcast “[The History and Importance of Juneteenth](#)” in which Littler’s Chief IE&D Officer Paul Bateman (Chicago) led a conversation with Shareholders Dionysia Johnson-Massie (Atlanta), LaToi Mayo (Lexington), Lindbergh Porter (San Francisco), and Charles Wilson (Houston), discussing the trail to Juneteenth, its importance and how various acts impacted slavery in the U.S.

Additionally, in response to the tragic deaths of George Floyd, Breonna Taylor, Ahmaud Arbery and countless others, we continue to voice our position on Littler’s social media channels to show support for our Black colleagues, as well as other communities of color. This also included both an internal and external statement on the one-year anniversary of George Floyd’s death ([LinkedIn](#) and [Facebook](#)) and the outcome of the trial ([LinkedIn](#) and [Facebook](#)), as well as the Ahmaud Arbery verdict ([LinkedIn](#) and [Facebook](#)).

Today, on the eve of Thanksgiving, we’re thankful and heartened that justice was served in the case of the tragic murder of Ahmaud Arbery, as the jury found Travis and Gregory McMichael and William “Roddie” Bryan guilty on nearly all counts. While this is a moment of progress in the fight for racial justice, we know that we still have a long way to go in driving real change against systemic racism and oppression.

The responsibility for racial equality and justice rests within each of us, and we will continue to honor the memories of Ahmaud Arbery and so many others by standing up for what’s right and taking part in meaningful change in our communities.

Littler



Littler



Pro Bono Efforts

Littleton joined the Law Firm Antiracism Alliance (LFAA) in 2020. LFAA's goal is to increase the focus on pro bono initiatives that address individual assaults on equality and social justice, as well as the structures in place that allow those inequalities to propagate.

Toward that end, Littleton attorneys have been involved in a number of pro bono projects through the LFAA, including:

1. A team comprised of shareholder Paul Sopher (Philadelphia), along with senior director and associate general counsel for risk management Jenny Schwendemann (St. Louis) and associates Jessica Craft (Houston), Denise Tran-Nguyen (San Diego) and Saniya Khare (Detroit), and a team of five summer associates is handling an ongoing, nationwide project to identify publicly available resources that can be used by small and mid-sized businesses to promote and engage with employees on different initiatives and efforts. These include anti-bias training, implicit bias training, diversity and inclusion efforts, and diversity in hiring and promotion programs.
2. Littleton has partnered with the Appleseed Network in collaboration with three other law firms to research how federal, state and local laws and practices related to identification cards create and perpetuate racial disparities in access to health care, public benefits, housing, voting, banking and other key needs and rights.

Littleton's team of attorneys, associates, research librarians and support staff researched and provided three memoranda on:

- a. The reports, litigation and other advocacy that exist on these issues at the federal level;
- b. Statistics on racial disparities and identification laws in Alabama, Arkansas, California, Florida, Kansas, Massachusetts, Oklahoma, South Carolina and Texas; and
- c. Barriers that prevent residents from obtaining identification in those same nine states.

According to shareholder Breanne Martell (Seattle), who is leading the project with shareholder Jennifer Znosko (St. Louis) and associate Dylan Long (Kansas City), the research will assist Appleseed in identifying systemic advocacy opportunities. Littleton will continue to provide support as the project progresses.

Littleton associates assisting with this project across the firm include: Whitney Fay (Kansas City), Nicole LeFave (Austin), Kameron Miller (Charleston), Uchenna Osagiede (Philadelphia), and Catherine Rombeau (LCS Counsel).



Key Programs & Initiatives

Career Advocacy Program

Littler's award-winning Career Advocacy Program (CAP) was launched in 2015 and has become one of the firm's cornerstone inclusion, equity and diversity initiatives. The program matches diverse associates (Protégés) with shareholder Advocates who encourage and foster their career growth. The program also includes client Champions who serve as corporate allies and an additional resource to our Protégés. CAP continues to be an integral initiative in helping the firm advance diverse associates to shareholder. Protégés represented 27% of the 2021 elevated shareholder class.

CAP hosts an annual meeting where Protégés, Promoted Protégés, Advocates and Champions gather to discuss opportunities and participate in interactive sessions to further develop the Protégés' skills to help them advance in their careers. This past year's program was held virtually over two days in September.

Littler had the honor of hosting a number of Champions and guest presenters who spoke to the group on topics ranging from building relationships in a remote and post-COVID environment to the shareholder elevation process.

Career Advocacy Program Chair



Ted Schroeder
Office Managing Shareholder | Pittsburgh, PA



When I was a Protégé in CAP, I found it tremendously valuable to have an Advocate mentor, Jeanine Conley Daves (New York City), who was outside of the Los Angeles office. When discussing my practice and business development opportunities, she provided insights and perspectives based on her unique experiences at Littler that were different from my home office mentors. And when I began the shareholder elevation process, Jeanine was committed to helping me and providing feedback any time I had questions.

Ashley Brick
Shareholder | Los Angeles, CA

By participating as a Protégé in CAP, I was able to hone my business development skills and refine my relationship building techniques. The program broke down barriers and fostered an environment that helped me feel more comfortable in making new connections regardless of the setting.

Michael Hui
Shareholder | San Francisco, CA

Littler SOAR Program

Research has shown that the first few months at a law firm can be crucial in determining a new attorney's success. To ensure that Littler is effectively onboarding, mentoring and training these attorneys, the firm started the SOAR Program in 2017, designed specifically to help newly hired associates of color and LGBTQ+ associates find their footing so that they can excel professionally.

The initiative was launched as a follow-up to Littler's award-winning Career Advocacy Program (CAP). Similarly, SOAR connects a senior attorney mentor with a new diverse attorney mentee. Mentors tap their insider knowledge when interacting with the mentees, "paying forward" what they learned as seasoned attorneys for Littler. The goal is to provide a positive experience from the get-go for new, diverse attorneys.

Newly appointed SOAR co-chairs shareholders, Michelle Gomez (Denver) and Joon Hwang (Tysons Corner), held a virtual graduation ceremony in September honoring 15 associates, who completed 18 months in the program.

Littler SOAR Program Chairs



Michelle Gomez
Shareholder | Denver, CO



Joon Hwang
Shareholder | Tysons Corner, VA

Breaking Through

With "Breaking Through: Littler's IE&D Comp Initiative," the firm is aiming to double the number of attorneys of color, women and LGBTQ+ shareholders in the top quartile of Littler's compensation system.

Under the direction of Littler's Chief IE&D Officer, the firm has developed a task force focused on increasing opportunities that will help diverse attorneys take steps to move into the top quartile of the firm's compensation system. This includes creating targeted business development, leadership and other training programs that provide the resources needed for career growth. An additional focus is on further expanding access to client opportunities, such as ensuring that diverse attorneys are considered for lead roles on new client matters and in transition/succession plans for existing client relationships.

Affinity Groups

Littler's affinity groups provide support, development and networking opportunities within the firm, as well as a forum for affinity-focused communication and programs. Here, we have recapped some of their activities throughout the year.

Bollo

Provides an inclusive community of support for the firm's Black and African American attorneys.

For Black History Month in February, Littler reaffirmed its commitment to doing its part to advance racial equality and justice. The firm honored a number of our country's Black heroes on the firm's social media channels, created a [video](#) detailing the significance of the month, and shared educational resources with employees – including an internal webinar highlighting two important pro bono social justice efforts.

In August, the Bollo affinity group hosted a two-day virtual retreat with the theme "Unlocking Your Superpower." The retreat included panel presentations with Littler attorneys who discussed pursuing personal and professional goals, and collaborative approaches to business development. In addition, guest speakers led two presentations: "Blackness Is A Superpower," which covered how Black cultural consciousness provides the tools to unleash superpowers needed to bring greater awareness and freedom to humanity, and "The Power of Time Management" where speakers shared perspectives and tools on time management and self-care. The event concluded with networking during a virtual lunch and happy hour.

Bollo Affinity Group Chairs



Michael Gregg
Shareholder | Irvine, CA



LaToi Mayo
Shareholder | Lexington, KY



Pride

Provides an inclusive community of support for the firm's lesbian, gay, bisexual, transgender, queer, and questioning attorneys, and their allies.

Littler celebrated Pride month in June through a variety of initiatives, including a [video](#) highlighting the history, evolution and the continued pursuit for equality of the LGBTQ+ community, a social media campaign honoring influential individuals in the LGBTQ+ community, and two podcasts – "[Sharing Space: A Conversation About Intersectionality](#)" and "[Common Issues, Common Cause.](#)"

In July, the Pride affinity group hosted a full-day virtual retreat for its members – kicking off with a presentation on the state of inclusion, equity and diversity at the firm. Littler attorneys led several presentations regarding understanding privilege, bias and allyship, as well as being your authentic self in difficult situations. The retreat also included guest presentations titled "In-House Perspectives on Intersectionality and Disrupting Bias Within LGBTQ+ Legal Community" and "Re-framing Diversity, Equity, Inclusion, + Justice." The event concluded with a virtual "happiness hour" and networking.

Pride Affinity Group Chairs



Jeremy Hawpe
Shareholder | Dallas, TX



Lauren Schwartzreich
Shareholder | Denver, CO

Transgender Day of Remembrance

Littler

Littler Celebrates
#PrideMonth

Reunión

Provides an inclusive community of support for the firm's attorneys of Hispanic and Latin American descent.

Littler celebrated Hispanic Heritage Month through a variety of initiatives, including a [video](#) highlighting the history and importance of the many Hispanic and Latin American communities, a social media campaign honoring influential individuals in the Hispanic and Latin American communities, and two podcasts: "[A Global Vision and the American Dream](#)" and "[The Language to Connect](#)."

In October, the Reunión affinity group hosted a virtual retreat with the theme "Building Puentes." The retreat included icebreaker introductions of each member and a review of group committees. Additionally, the group focused on leadership development through two guest presentations: "Latina Leaders: Overcoming Barriers to Success" and "Building Puentes with Your Leadership Story." The event concluded with networking and a *hora de heladito*.

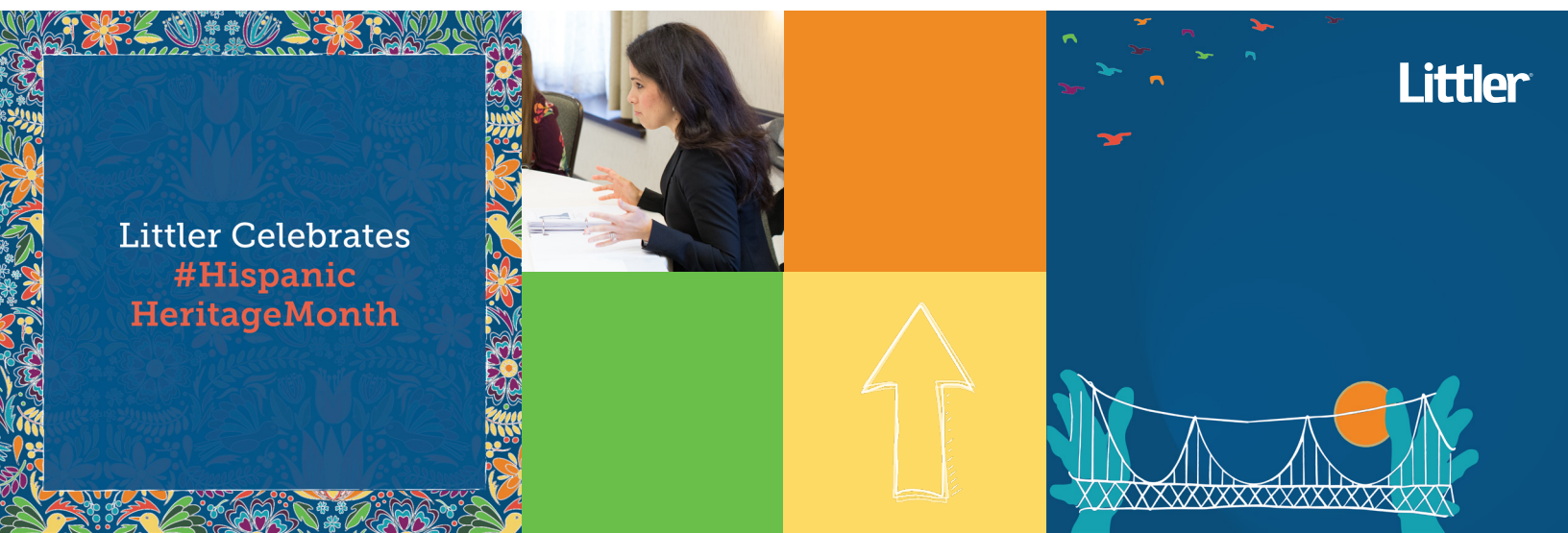
Reunión Affinity Group Chairs



Mel Cole
Shareholder | San Francisco, CA



Daniel Gomez-Sanchez
Shareholder | Long Island, NY



Littler Veterans Initiative

Provides an inclusive community of support for the firm's military veteran attorneys.

Launched on Veterans Day 2021, the Veterans Initiative is open to attorneys and professional staff who are veterans and military family members, those who currently serve in a reserve capacity, and attorneys who specialize in employment law topics unique to veterans. This group will provide veterans with another platform to expand and develop professionally.

This new group was proposed during Littler's Innovate 100 tournament, a hackathon-style event where attorneys come together to develop new ideas and innovations, which was held earlier in the year.

"At Littler, we truly value and appreciate the many contributions of our veterans and are extremely proud to have such an esteemed group of veterans working at the firm. We are thrilled to expand our offerings in this area by providing a forum for our veterans to collaborate, further develop their skillsets, and partner with clients on veteran-related employment law needs." – Erin Webber

Littler Veterans Initiative Chairs



Matt Hank
Shareholder | Philadelphia, PA



Emily Haigh
Associate | New York, NY



Individuals with Disabilities

Provides an inclusive community of support for the firm's attorneys and professional staff with disabilities and their allies.

Newly launched in 2021, the goal of the Individuals with Disabilities affinity group is to support and empower employees who identify as having a disability and the unique perspectives they bring to the workplace. Additionally, the group provides structured programming and networking opportunities through in-person and virtual meetings.

"Our firm is committed to continually leading the charge in the area of inclusion, equity and diversity. At Littler, our inclusive culture celebrates and embraces the unique qualities that each individual offers. I'm excited to further support and empower our employees who identify as having a disability through this new forum." – Paul Bateman

Individuals with Disabilities Chairs



Lauren Clements
Associate | Minneapolis, MN



Anna Curry Gualano
Principal & Program Director,
Littler CaseSmart | Birmingham, AL



Women's Leadership Initiative

Through the Women's Leadership Initiative (WLI), the firm focuses on developing and retaining leaders who identify as women and/or nonbinary. Lawyers involved with this initiative discuss their experiences and readiness to take on new roles, learn how to promote their successes and identify what skills are needed to advance.

Little celebrated Women's History Month and International Women's Day through a month-long campaign in March. This included social media posts honoring the contributions and achievements of female leaders, an International Women's Day's [video](#), and a podcast series "Conversations with Women," which spotlighted important topics relevant to women and those who identify as women – [Impacts of the Pandemic on Women in the Workforce](#), [The Mentor-Mentee Relationship](#), [Advancing Gender Equity](#) and [From the Military to Law](#).

In 2021, WLI hosted a number of external webinars and internal programs, including:

- A five-part leadership training program designed for women, and those who identify as women, shareholders. Twenty-five shareholders were selected for the program led by Professor Hillary A. Sale – an award-winning teacher, Georgetown Law professor, and an affiliated faculty member at the McDonough School of Business at Georgetown University. The sessions focused on self-advocacy and pitching, strategic growth planning and leadership style.
- An engaging and interactive session for senior equity shareholders focused on how to define and build a personal leadership strategy led by Professor Sale. The session was designed to calibrate goals and strategies for leading at Littler. Professor Sale walked participants through a reflection exercise focused on leadership challenges and opportunities, before attendees split into small breakout groups with firm leaders.
- Kim Rives Miers, Office Managing Shareholder of Littler's Austin, Texas office and member of the Shareholder Advancement Committee, hosted an interactive discussion regarding the process for seeking elevation to equity shareholder status.
- Littler and WomanACT presented an external webinar titled "Effective Partnering with Employees: How Employers Can Assist Victims of Domestic Violence." In addition to reviewing legal requirements for employers in Canada, Mexico and the U.S., panelists also offered creative solutions employers could take to address domestic violence in both the physical and remote workplace.
- Numerous Littler offices across the U.S. held WLI-sponsored webinars for clients.

Women's Leadership Initiative Chairs



Margaret Parnell Hogan
Shareholder | Denver, CO



Jennifer Youpa
Shareholder | Dallas, TX



Parenting at Littler (PALs)

As a part of Littler’s commitment to supporting attorneys who are also parents and caregivers, particularly critical during the pandemic, the firm formed the Parenting at Littler (PALs) initiative in 2020. The firm offers a comprehensive set of programs to address the needs and everyday issues of working parents while continuing to foster a positive culture around working families. Resources offered include one-on-one coaching, facilitated discussion groups, a mentoring program pairing new attorney parents with a parent mentor at Littler, and additional childcare and education support benefits.

In 2021, PALs rolled out various Employee Resource Groups for attorneys who are parents and/or caregivers. The purpose of these groups is to build a network within the firm to share experiences, stories and resources, as well as support one another. These groups are categorized by children’s ages and include a group focused on caregivers for parents or other family members.

Parenting at Littler Chairs



Nina Markey
Shareholder | Philadelphia, PA



Mark Phillis
Shareholder | Pittsburgh, PA



Leadership and Industry Engagement

Littler and its attorneys are active members of and/or participants in numerous national diverse organizations, including:

- BARBRI Law Preview
- California Minority Counsel Program
- Charting Your Own Course
- Corporate Counsel Women of Color
- DirectWomen
- Diversity Lab
- Hispanic National Bar Association
- Leadership Council on Legal Diversity
- Minority Corporate Counsel Association
- National Asian Pacific American Bar Association
- National Association of Muslim Lawyers
- National Association of Women Lawyers
- National Bar Association
- National Employment Law Council
- National LGBTQ+ Bar Association
- Out Leadership
- South Asian Bar Association of North America

Littler attorneys also are involved in local and regional organizations that promote inclusion, equity, and diversity.

Throughout the year, Littler attorneys participated in and hosted a number of webinars focused on inclusion, equity and diversity, including the following:

Denver Compliance Coffee Talk Webinar: Getting IE&D Right

Panelists:

- Cindy-Ann Thomas, Principal
- Alyesha Dotson, Shareholder
- Laurie Rust, Shareholder

Focusing on the “I” in IE&D: Addressing Some of 2021’s Inclusion Tensions

Littler Regional Employer Conferences

Presenters:

- Paul Bateman, Chief IE&D Officer
- Eddie Chyun, Shareholder
- Alyesha Dotson, Shareholder

The IE&D Journey: Managing Resistance and Finding Opportunities

Panelists:

- Britney Torres, Shareholder

Is Your Company Ready for Diversity, Equity, and Inclusion?

Panelists:

- Alyesha Dotson, Shareholder
- Naomi Seddon, Shareholder
- Hinna Upal, Associate

Keys to Successful and Lawful Diversity Programs

Panelists:

- Kimberly Shappley, Associate
- Melissa Shingles, Associate

Moving Diversity, Equity and Inclusion Programs Forward (Two-part series)

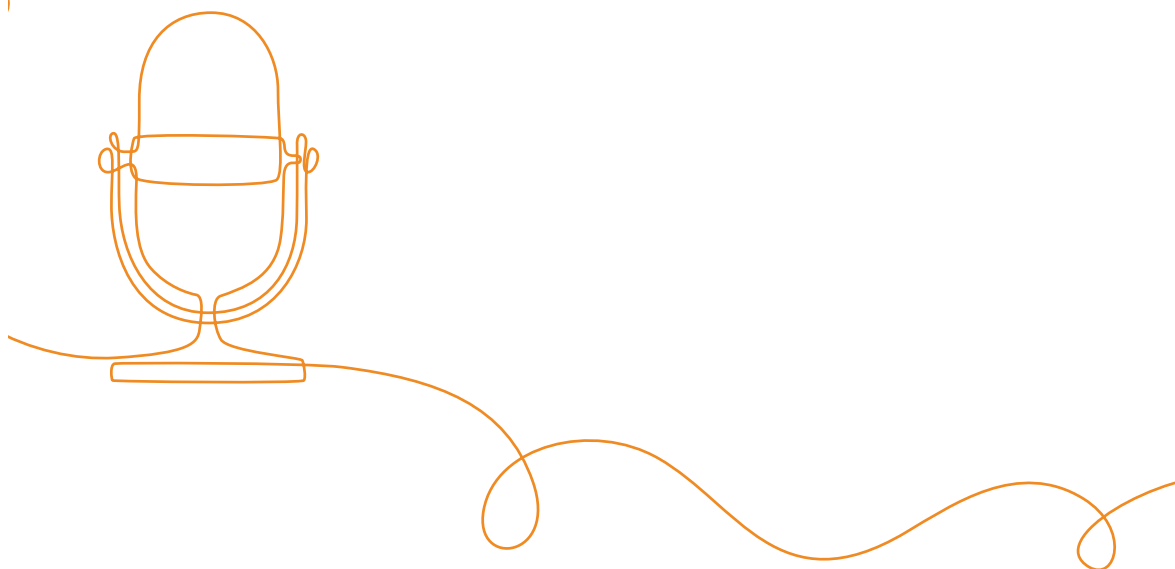
Panelists:

- Alyesha Dotson, Shareholder
- Stephanie Sarantopoulos, Program Director, Littler onDemand



Additionally, Littler's Inclusion, Equity & Diversity Consulting practice group presented numerous podcasts in 2021. The podcast topics covered a variety of topics, including:

- [Allied Behavior: Perceptions about Race \(Juneteenth Edition\)](#)
- [Allied Behavior: Turning Allyship into Action](#)
- [Breaking Down Barriers or Putting Up Hurdles With Vendor Diversity Programs](#)
- [Diversity, Equity & Inclusion – The Emerging Chief Attraction in the C-Suite](#)
- [Diversity of Thought: Does It Need Rethinking?](#)
- [Diversity Referral Bonuses: Advantages and Disadvantages of Increasing Diversity Recruitment By Supercharging Your Employee Referral Program](#)
- [Employers Beware: Don't Leave Zoomers "On Read"!](#)
- [Inclusion Interrupted: Charting a Path for Reconnecting, Post-COVID](#)
- [Recruitment and Staffing Agency Quandaries: Avoiding Claims of Reverse Discrimination in Hiring a Diverse Workforce](#)
- [Success by the Numbers: The Benefits and Pitfalls of Measuring Diversity, Equity & Inclusion](#)
- [The Promise and Perils of Affinity Groups; Or, How Not to Bargain with Your Employee Resource Group](#)
- [Tips for Employers Confronting Racially Offensive Symbols in the Workplace](#)
- [Questioning the "Diversity Questionnaire"](#)
- [What's Coming to Diversity, Equity & Inclusion in 2021: Your Next Chapter](#)



Recognition

The American Lawyer – Am Law 100

- Named to Diversity Scorecard, 2016-2021

Contra Costa County Bar Association – Diversity Award

- Platinum Level Winner, 2018-2019, 2021

Diversity Lab

- Mansfield Certification Plus Law Firm, 2018-2021

Employment Law360

- Ranked #2 – Glass Ceiling Report, 2021
- Ranked #4 – Ceiling Smasher for Equity Partnership, 2021

Human Rights Campaign – Best Places to Work for LGBTQ Equality

- Earned 100% Corporate Equality Index rating, 2009-2021

Leadership Council on Legal Diversity

- Named, Top Performer, 2014-2021
- Compass Award Winner, 2018-2021

Minority Corporate Counsel Association – Thomas L. Sager Award

- Finalist, 2021

National Law Journal 500

- Ranked #5 - Women's Scorecard, 2021

Seramount (formerly Working Mother Media)

- Named, Best Law Firms for Women, 2011-2014, 2016-2021

Women in Law Empowerment Forum

- Certified as a "Gold Standard Firm," 2011-2021

Yale Law Women - Gender Equity & Family Friendliness

- Recognized, Diverse Leadership, 2021
- Recognized, Part-time Work Options, 2021



Littler[®]