Excellence Powered by Diversity + Inclusion

Our journey to provide the best service to our clients by attracting, retaining, developing, and promoting the best talent.
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The *Diversity + Inclusion* Year in Review describes our ongoing commitment to diversity and inclusion within the firm, as well as with our clients and the community at large. We believe our continued work on and discussion of diversity and inclusion will give our people greater insight and sensitivity, and allow us to provide our clients with outstanding service. Thank you for your interest in and support for our diversity and inclusion journey.
Message from the Chairman and Chief Diversity + Inclusion Partner
2018 Year in Review and a Look Ahead

We are pleased to share with you Foley’s annual Diversity and Inclusion Year in Review—an overview of the initiatives we have spearheaded and programs in which we are involved as part of our efforts to support the significant contributions of ethnic minorities, women, LGBTQ individuals, and veterans to Foley and to the broader legal profession.

Our strategic plan team and the Diversity + Inclusion Action Council underscore the firm’s commitment, bringing together attorneys, firm management, and professional staff to develop diverse and inclusive policies, programs, and initiatives. Foley has long been focused on creating and nurturing an inclusive work environment through recruiting a diverse spectrum of attorneys and staff, and expanding our efforts to retain, support, promote, and create opportunities for them. We also recognize the importance and value of better reflecting our world, the clients we serve, and the communities in which we live and work.

On April 1, 2018, Foley & Lardner LLP and Gardere Wynne Sewell LLP, two firms with a shared client-first culture, combined. Over the last year, we have proven that we are better together, with our overlapping core values, diversity and inclusion among them, and an enhanced capacity to better serve our clients and further develop our attorneys and professional staff.

We welcome opportunities to partner with you on diversity and inclusion initiatives. The firm understands that we must continue to enhance our diversity and inclusion efforts because they are essential to our future—for our attorneys, our clients, our professional staff, and our communities. It is an honor to lead our firm during the implementation of our Diversity and Inclusion Strategic Plan. We are committed to building a more diverse and inclusive legal community.

Diversity + Inclusion Mission Statement

Foley is dedicated to fostering an environment that embraces differences, promotes equality, and engenders mutual respect, thereby creating a culture of inclusion where everyone has the opportunity to excel. We are committed to recruiting, retaining, and promoting diverse attorneys, thereby resulting in a diversity of perspectives that benefit the firm, our clients, and the communities in which we practice.
## Strength in Diversity + Inclusion

### 2018 Diversity Demographics*

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*The diversity composition reflects statistics as of January 31, 2019. Attorneys may be included in more than one category.
Strength in Diversity + Inclusion

2018 Diversity Demographics*

**New Associate Hires**
- 22 Ethnic Minorities
- 34 Female
- 2 LGBTQ
- 1 Veteran

**New Professional Staff Hires**
- 1 American Indian/Alaskan Native
- 25 African-American/Black
- 10 Asian-Pacific American
- 25 Hispanic/Latino
- 7 Two or More Races
- 131 Female
- 3 LGBTQ
- 3 Veterans

**Lateral Hires**
- 14 Ethnic Minorities
- 28 Female
- 3 LGBTQ
- 1 Veteran

- **Women and Ethnic Minorities** on the Management Committee: 5
- **Women and Ethnic Minorities** are Office Managing Partners: 5
- **Women in Professional Management**:
  - Chief HR Officer
  - Chief Administrative Officer
  - Chief Financial Officer: 3

- **25 Women** are chairs, vice chairs, department chairs, and/or practice group leaders

* The diversity composition reflects statistics as of January 31, 2019. Professional staff may be included in more than one category.
Diversity in Action

Using Momentum as a Tool for Success—D+I Strategic Plan Implementation Update

The goal of our D+I Strategic Plan is to provide the best service to our clients by attracting, retaining, developing, and promoting the best talent. Everyone in the firm, particularly firm leadership, is accountable for supporting the implementation of the strategic plan. In 2018, the Diversity + Inclusion Strategic Plan Team set forth three immediate priorities.

1. **Associate Development-Quantitative:** Ensure all individuals receive meaningful and challenging assignments and opportunities that help them develop professionally and succeed.

2. **Leadership Skills Development:** Continue to strengthen the firm’s partnership and leadership pipelines by intentionally identifying, training, and promoting qualified individuals.

3. **Training:** Establish a culture of accountability that promotes diversity and inclusion.

Here is our progress. We look forward to working together in 2019 to implement our next priorities and enhance the action steps that have already been implemented.

<table>
<thead>
<tr>
<th>Strategic Objectives</th>
<th>Implementation Progress</th>
</tr>
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<tbody>
<tr>
<td>Establish a culture of accountability that promotes diversity and inclusion</td>
<td><strong>Evaluations of Partners Supporting Diversity + Inclusion</strong>&lt;br&gt;Each department chair is evaluated by the CEO and Chief Diversity + Inclusion Partner on implementing the Diversity &amp; Inclusion Strategic Plan. Department chairs are required to provide quarterly progress reports to measure progress and discuss barriers. The diversity and inclusion department consults with leaders to help them overcome challenges and provide resources.</td>
</tr>
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<td></td>
<td><strong>Attorney Anti-Harassment and Anti-Bias Training</strong>&lt;br&gt;Provided ongoing mandatory anti-harassment and unconscious bias training sessions for attorneys to increase accountability, consistency, transparency, and comprehension necessary to enhance diversity initiatives and promote a more inclusive firm culture. Training was facilitated by John Litchfield and Dabney Ware.</td>
</tr>
<tr>
<td></td>
<td><strong>Professional Staff Anti-Bias and Inclusion Training</strong>&lt;br&gt;Provided ongoing mandatory anti-bias and inclusion training sessions to build awareness and understanding of unconscious bias, why it matters, and how it impacts the workplace. Participants developed skills that will help them recognize and take action to manage their own biases. Training was facilitated by Sharon Meit Abrahams, Maria Bernstein, Deborah Feliciano, Keisha Hill, Dan Kaplan, John Litchfield, Kam Mirrafati, Felicia O’Connor, Larry Perlman, Anna Rushworth, Jane Schindler, David Seno, Michael Thompson, Dabney Ware, Joelyn Wunderlich, and Fran Zeiger.</td>
</tr>
</tbody>
</table>
Ensure all individuals receive meaningful and challenging assignments and opportunities that help them develop professionally and succeed.

**Foley Institute Mentoring Program for First-Year Associates**

Revamped the Foley Institute Mentoring Program for first-year associates to better develop, retain, and promote the next generation of firm leaders. The career coach actively monitors mentoring relationships and serves as a bridge between mentors and mentees to encourage engagement and a meaningful relationship. To do so, she facilitates mentor and mentee training and schedules regular check-ins with the mentors and mentees. The firm is currently developing a certified-mentor program to further enhance these activities.

**Core Competencies**

Department and practice group leadership collaborated with mentors to ensure that all associates and senior counsel timely achieved their core competencies, as established and maintained by professional development with department and practice group leaders. Department vice chairs collaborated with professional development and practice group chairs to develop core competencies that focus on skills and experiences involving aspects of substantive expertise, client relationships, business development, and client management for Tier I associates in each practice group.

The core competencies consist of: 1) substantive skills and experience; (2) client contacts (both business-oriented and social); (3) client entertainment; (4) participation in strategic planning re: expanding client work; (5) identification of other Foley practices that might be of interest to clients and facilitate connections with clients, etc.; (6) activities associated with credentialing, building enterprise, and identifying potential new Foley clients; and (7) development of leadership and management skills. Professional development and vice chairs are responsible for ensuring that the core competencies are reviewed and updated annually.

**Monitoring the Request for Proposals Process (RFP)**

We have remained steadfast in our commitment to involve a diverse team of attorneys in the groups that are represented in RFP responses. The RFP team developed and implemented additional reporting capabilities to monitor the number of diverse and women attorneys that are leading RFP responses and/or are part of the core team that is proposed. Using the Client Relationship Management system, the RFP team populates individual RFP opportunity records with the members of the group, assigning roles (i.e., client relationship lead, RFP lead, practice lead) to the team members to develop a more robust understanding of how our attorneys interact with clients both during the RFP and thereafter.

Continue to strengthen the firm’s partnership and leadership pipelines by intentionally identifying, training, and promoting qualified individuals.

**Leadership Skills Development**

- In fall 2018, a diverse group of leaders from across the firm attended a three-day training session conducted by faculty at Harvard Law School.
- All professional staff managers and directors have completed the Being a Better Leader in-house training program.
- Steve Cade and Torrey Young participated in leadership development programs sponsored by the Leadership Council on Legal Diversity.
D+I Strategic Plan Team

Sharon Meit Abrahams  
Director, Professional Development/ Diversity + Inclusion  
Miami Office

Casey Fleming  
Partner  
Milwaukee Office

Mike Gay  
Partner  
Orlando Office

Anne Lang  
Chief Human Resources Officer  
Chicago Office

Lisa Noller  
Partner  
Chicago Office

Phil Phillips  
Partner  
Detroit Office

Pat Quick  
Partner  
Milwaukee Office

Andy Rawlins  
Partner  
Washington, D.C. Office

Eileen Ridley  
Chief Diversity + Inclusion Partner  
San Francisco Office

Jay Rothman  
CEO & Managing Partner  
Milwaukee Office

David Sanders  
Partner  
Washington, D.C. Office

Steve Vazquez  
Partner  
Tampa Office

The Diversity + Inclusion Action Council

The firm’s Chief Diversity + Inclusion Partner, Eileen Ridley, chairs the council, which is comprised of individuals representing a cross-section of offices and practices, and which includes a diverse group of partners, senior counsel, associates, and professional staff. This council assists with the development and strategic direction of our diversity and inclusion program and, in so doing, takes action to ensure that Foley attorneys are diverse and positioned to thrive. In addition, we have also assigned council members to working project teams. The goal of these teams is to help maintain priorities and move projects forward in a timely and efficient manner. The working project teams focus on a variety of areas, including engagement, recruiting, sponsorship, and retreat planning.

The pages of this diversity and inclusion publication further highlight the innovative efforts of firm leaders, local offices, and affinity groups throughout 2018. In looking ahead, there is still work that requires our immediate and long-term focus to sustain these efforts.

The DIAC is committed to promoting a culture of inclusion that embraces diverse people, ideas, and perspectives.

This year, the Diversity + Inclusion Action Council enlightened firm members with Did You Know Facts; shared Diversity Spotlights about diverse attorneys and diversity champions on Foley@Work; implemented the Diversity + Inclusion Speakers Series; provided D+I initiative updates at department, practice group, and office meetings; and hosted D+I Lunch and Learns.

During Black History Month, we launched the Diversity + Inclusion Speakers Series with Doug Harris from the Kaleidoscope Group. Harris helped us take a closer look at a few African-Americans who have changed or are changing the course of history. From this close examination, we learned from these individuals how to be agents of change and, from there, examined our own leadership styles and saw how we can emulate their leadership styles at the firm, at home, and in our community.

“We strongly believe that diversity of thought and experience is good for business.”

– Casey Fleming, Member of the D+I Strategic Plan Team
Diversity + Inclusion Action Council

Sharon Abrahams  
Miami

Adam Alaece  
Tampa

Nan Beaird  
Austin

Sharon Beausoleil  
Houston

Maria Bernstein  
San Francisco

Rebecca Bradley  
Chicago

Steve Cade  
Chicago

Aaron Chibli  
Dallas

Carmen N. Decot  
Milwaukee

Dan Farrell  
Chicago

Laura Ganoza  
Miami

Armand Go  
Milwaukee

Benjamin Grossman  
Tallahassee

Jaime Guerrero  
Los Angeles

Charles Hedrick  
Jacksonville

Lisa Hemphill  
Dallas

Sharal Henderson  
Orlando

Adrian Jensen  
Washington, D.C.

Ellen Paige Jones  
Silicon Valley

Jessica Joseph  
Boston

Anne M Lang  
Chicago

John (Jack) Lord Jr  
Miami

Archana Manwani  
Los Angeles

Patrick McMahon  
Chicago

Vanessa Miller  
Detroit

Kamran Mirrafati  
Los Angeles

Taylor Pancake  
Orlando

Phil Phillips  
Detroit

Eileen Ridley  
San Francisco

Ana Romes  
Miami

Anne Ross  
Madison

David Sanders  
Washington, D.C.

David Seno  
Milwaukee

Olivia Singelmann  
Washington, D.C.

Raj Tanden  
Los Angeles

Lauren Valiente  
Tampa

Adria Warren  
Boston

John Wolfel  
Jacksonville
Achieving Advancements

Firm leadership is working to ensure that Foley is a firm where diverse attorneys and professional staff build careers and succeed.

Diverse Firm Leadership Appointments

Lisa Jessup was promoted to Chief Financial Officer.

Jessica Glatzer Mason was appointed to the Partner Selection Committee.

Holly O’Neil was appointed to the Management Committee.

Leslie Smith was appointed managing partner of the Miami office.

Kim Yelkin was appointed managing partner of the Austin office.
Diverse Partner Promotions

Katie Catanese
Litigation
New York

Paul Meng Pua
Intellectual Property
Boston

Anil Shankar
Business Law
Los Angeles

Shabb Khan
Intellectual Property
Boston

Shiva Sandill
Business Law
Chicago

Tianran (T.R.) Yan
Intellectual Property
Washington, D.C.

Gjina Lucaj
Business Law
Detroit

Tricia Schulz
Intellectual Property
Madison

Diverse Senior Counsel Promotions

Jennifer Best-Martin
Intellectual Property
San Diego

Marian Dodson
Business Law
San Diego

Julie Lutfi
Business Law
Boston

Senayt Rahwa
Business Law
Washington, D.C.

Rachel Blise
Litigation
Milwaukee

Melesa Freerks
Business Law
Chicago

Archana Manwani
Litigation
Los Angeles

Kiri Sharon
Intellectual Property
Washington, D.C.

Von Bryant
Business Law
Washington, D.C.

Kate Gehl
Litigation
Milwaukee

Sarah Null
Business Law
Chicago

Chethan Srinivasa
Intellectual Property
Boston

Jill Collins
Litigation
Washington, D.C.

Jennifer Hennessy
Intellectual Property
Madison

Alan Ouellette
Litigation
San Francisco

Lori Taylor
Litigation
Chicago
Empowering Diverse Attorneys Through Affinity Groups
Foley has six affinity groups that serve as a catalyst to promote inclusion, community, and opportunity for diverse attorneys within the firm. Our affinity groups embody the strength and spirit of our culture, and help foster an environment in which differences and unique perspectives are encouraged and valued. Led by all levels of attorneys, from partners to associates, the groups meet regularly, setting their own agendas tailored to the needs of their members. It is the power of our collective differences that make way for innovation and collaboration.

These groups support internal and external engagement by focusing on four pillars:

- Professional Development
- Community and Bar Association Involvement
- Talent Acquisition and Retention
- Awareness and Advocacy

Topics of discussion include attorney integration, networking/client development opportunities, bar association activities, pro bono work, career development, advancement, mentoring, and sponsorship. Here is a snapshot of 2018 highlights.
African-American Affinity Group

The African-American Affinity Group was formed to support African-American/black attorneys in building thriving practices, engaging in meaningful work, attaining success, and creating business opportunities with clients. The group strives to support African-American/black attorneys and help connect them to the tools and resources they need to reach their professional goals.

Last year, members:

■ Attended and sponsored the National Bar Association Commercial Law Section Conference in Dana Point, California. Our engagement with the NBA gives us many opportunities to share our global perspective and experience with the legal community, while also strengthening our relationship with clients. Historically, our participation in the NBA has also led to business. The NBA, founded in 1925, is the oldest and largest association of African-American lawyers and judges in the country. Foley attendees included Steve Cade, Jeanne Gills, and Phil Phillips.


■ Attended the National Bar Association convention in New Orleans. Foley attendees included Jeanne Gills and Phil Phillips.


■ Provided pro bono services for the Corporate Counsel Women of Color.

■ Attended an interactive discussion with general counsel on “What Keeps GCs Up at Night?” and “How In-House Counsel Continue to Drive Diversity and Inclusion,” hosted by the Chicago Black Partners Alliance. Foley attendees included Steve Cade and Jeanne Gills.

■ Attended and sponsored the Chicago Urban League’s 57th Annual Golden Fellowship Dinner. Foley attendees included Jeanne Gills, Elgie Sims, Jr., and Lori Taylor.

■ Supported the Black Law Students Associations at Boston College, Georgetown University, Marquette University, Northwestern University, and the University of Wisconsin-Madison. Foley attendees included Eric Hatchell, Josh Harris, Michael Leffel, Alex Lodge, Sarah Slack, Lori Taylor, and Morgan Tilleman.

■ Participated in a panel presentation about diversity and associate life, with a short networking reception for members of the AALSA, BLSA, LLSA, OUTLAW, and SALSA student groups at the University of Illinois College of Law. Foley speakers included Josh Harris, Jena Levin, Josephine Park, Frank Pasquesi, Dan Pieringer, and Lori Taylor.
Asian-Pacific American Affinity Group

The Asian-Pacific American Affinity Group seeks to reinforce relationships throughout the firm, create business opportunities with clients, provide pro bono services, and serve as leaders in their fields. Members actively discuss diversity and inclusion issues.

In 2018, members:
- Attended and sponsored the Asian Pacific American Bar Association-DC’s annual awards gala.
- Attended and sponsored the California Minority Counsel Program’s conference in San Francisco. The CMCP conference is a client development, networking, and CLE event for diverse attorneys in California. Foley attendees included John Atallah, Michael Naranjo, and Jai Singh.
- Attended and sponsored the Asian American Bar Association of Houston’s 2018 Gala & Silent Auction. Board member Eunice Song invited attorneys and clients to join her at the event on October 5, 2018. The gala attracts between 300 and 400 guests, including local attorneys, judges, and community leaders, to celebrate the extraordinary diversity of Texas.
- Attended and sponsored the Texas Minority Counsel Program conference. The TMCP conference is a client development, networking, and CLE event for diverse attorneys in Texas. The TMCP was created in 1993 with the mission of increasing opportunities for minority, women, and LGBT attorneys who provide legal services to corporate and government clients, and to expose those organizations to the legal talent of diverse attorneys in Texas. Foley attendees included Eunice Song and Jason Villalba.
Hispanic-American Affinity Group

The Hispanic-American Affinity Group’s primary vision is to serve as a meaningful resource for the firm’s Hispanic/Latino attorneys on matters such as business development, firm advancement, retention, community involvement, and professional development.

Last year, members:

■ Attended and sponsored the 9th Annual Hispanic National Bar Association Corporate Counsel Conference on March 15-18, 2018, in San Francisco. Foley was the signature sponsor of the welcome reception, where Jaime Guerrero addressed over 500 attendees about the importance of the bar association and Foley’s commitment to diversity and inclusion. Maria Bernstein shared her expertise on a CLE panel. Foley attendees included Maria Bernstein, Jaime Dorenbaum, Jaime Guerrero, and Michael Naranjo.

■ Attended and sponsored the Hispanic National Bar Association Convention in Philadelphia. Foley attendees included Melina Bales, Jaime Guerrero, and Michael Naranjo.

■ Attended and sponsored the Hispanic Bar Association of Austin’s Hispanic Heritage Luncheon during National Hispanic Heritage Month.


■ Attended and sponsored the California Minority Counsel Program conference in San Francisco. The CMCP Conference is a client development, networking, and CLE event for diverse attorneys in California. Foley attendees included John Atallah, Michael Naranjo, and Jai Singh.

■ Attended and sponsored the Texas Minority Counsel Program conference. The TMCP Conference is a client development, networking, and CLE event for diverse attorneys in Texas. The TMCP was created in 1993 with the mission of increasing opportunities for minority, women, and LGBT attorneys who provide legal services to corporate and government clients, and to expose those organizations to the legal talent of diverse attorneys in Texas. Foley attendees included Eunice Song and Jason Vilalba.

■ Participated in the NYU 1L Diversity Forum and Career Fair. Foley representatives included Emily Beer and Stefan Canizares.

I was blown away by the energy I encountered at the Corporate Counsel Women of Color Conference last year. There were so many super-accomplished women in attendance, and the ones I had the opportunity to personally meet were very friendly and welcoming. It was a great networking venue. I look forward to attending again!

–Arcie Jordan, Partner
Lesbian, Gay, Bisexual, Transgender, Queer, and Allies Affinity Group (LGBTQA)

The LGBTQA Affinity Group provides support and fellowship, as well as activism and education, on relevant policies and current issues to those who have self-identified as lesbian, gay, bisexual, transgender, or queer. In addition to participating in pro bono legal services, the group provides education through firm programs. The group also supports organizations whose goals include increasing diversity and inclusion in our communities.

In 2018, members:

- Partnered with StartOut in Boston and Chicago and hosted several events at our offices. John Litchfield and Michael Thompson are the lead attorneys serving on both the Chicago and Boston Steering Committees. StartOut connects LGBTQ entrepreneurs to empower great leaders and businesses.

- Attended and sponsored the LGBT Bar Annual Conference & Career Fair in New York. The conference featured more than 35 workshops on legal issues affecting LGBTQ individuals, families, and the community. During the conference, Foley attorneys hosted a reception at Haven Rooftop. Attendees included Will Lopez, Kate Shoemaker, and Morgan Tilleman.

- Attended the Milwaukee Brewers Pride Night game. Foley attendees and guests included Erika Baurecht, Julie Cooney, Becky Holm, Greg Kiel, Paula Meynig, Matthew Peters, Sarah Salisott, Kris Sztamary, Karina Willes, David Wise, Sheryl Tarnoff, and Jay Rothman.

- Served as co-counsel with Lambda Legal on a pro bono case involving Marsha Wetzel, an elderly lesbian who endured significant verbal and physical harassment and abuse from fellow tenants at an assisted living facility in Illinois. Counsel won on appeal a Fair Housing Act claim alleging that Wetzel’s assisted living facility discriminated against her on account of her sexual orientation by purposefully ignoring her complaints of abuse and then retaliated against her based on those complaints. The Foley attorneys who represented Wetzel included Will Lopez, AJ Schumacher, and Ellen Wheeler. Mike Conway and Jeff Soble pitched in on a moot court presentation of counsel’s oral arguments and provided invaluable feedback.

- Provided pro bono services to the AIDS Resource Center of Wisconsin, Inc. (Dan Kaplan), the LGBT+ Center Orlando, Inc. (Jeff Buak), the Fenway Community Health Center (Kyle Faget), and Gynuity Health Projects (Kyle Faget).

The LGBTQA Affinity Group has provided an excellent network across numerous offices and practice groups. Through the Affinity Group and the network it provides, I have met many of our fantastic attorneys throughout the firm, and have been able to work on several cases as a result of those connections. A core function of any firm, practice group, industry team, or department is to help all of its attorneys—especially non-partner attorneys—create a pathway to success. The LGBTQA Affinity Group has been an excellent platform to gain new experiences, meet new people, work on meaningful matters, and grow as an attorney.

—Nick Fox, LGBTQA Affinity Group Member
National Women’s Network

The National Women’s Network discusses strategies to enhance the professional development of women associates, senior counsel, and partners. Each office has at least one Women’s Network coordinator who focuses on driving the women’s initiative at a local level. Coordinators organize a variety of programs for their offices, ranging from discussion forums addressing questions and concerns to career development activities.

Last year, members:

- Hosted client panels and events.
- Hosted Women Presidents’ Organization breakfasts and lunches. The WPO is a nonprofit membership organization for women presidents, CEOs, and managing directors of privately held, multimillion dollar companies.
- Hosted local office lunches to interact and share success stories with one another.
- Sponsored the ATHENA PowerLink in Orlando and Jacksonville, Florida.
- Participated in a panel presentation about diversity and associate life, with a short networking reception for members of the AALSA, BLSA, LLSA, OUTLAW, and SALSA student groups at the University of Illinois College of Law. Foley speakers included Josh Harris, Jena Levin, Josephine Park, Frank Pasquesi, Dan Pieringer, and Lori Taylor.
- Provided career advice to University of Southern California women law students by hosting a Meet the Women of Foley program in the Los Angeles office.
- Attended ChiWIP—Chicago Women in Intellectual Property meetings and events, which provide opportunities to create lasting professional relationships, exchange best practices, and impact the community through education.
- Attended relevant and informative programing hosted by the Coalition of Women’s Initiatives in Law related to issues facing women lawyers and women’s initiatives in law firms and corporations.
- Invited clients to an ethics CLE presentation in the Chicago office facilitated by Mary K. Braza, followed by shopping and a reception at the One of a Kind Show at the Merchandise Mart.

Working together in a way that fosters respect, trust, and inclusiveness is simply who we are as a firm.

–Larry Perlman, Diversity + Inclusion Trainer
Veterans & Allies Affinity Group

Launched in November 2017, the Veterans & Allies Affinity Group focuses on enhancing the recruitment, onboarding, engagement, and retention of active duty service members and veterans in attorney and professional staff positions throughout the firm. The group is comprised of attorneys and staff who are active duty service members, have served in the military, have family members or friends who have served in the military, or are interested in the issues and concerns impacting the lives of service men and women.

In 2018, members:

- Sponsored the Veterans Law Association at Northwestern University Pritzker School of Law. Erik Kennelly attended the Military Law in War Stories reception on February 21, 2018.

- Supported the Save the Soldiers Home initiative, which seeks to restore the 150-year-old Milwaukee Soldiers Home (a National Historic Landmark and one of Milwaukee’s most important historic assets), along with other historic buildings, in order to provide 101 housing units for homeless veterans, along with a fitness center, a community space, and a resource center with onsite veteran services. Mick Hatch served as co-chair for the initiative. He says this is a “truly remarkable undertaking that will honor two very important groups of people: the women who were the driving force in creating the beautiful and historic complex known as Soldiers Home, on the bluff overlooking Miller Park, and the veterans who defended our freedoms since the days of the Civil War.”

Affinity Group Leads

Phil Phillips  
African-American

Jaime Guerrero  
Hispanic-American

Adria Warren  
National Women’s Network

Adrian Jensen  
Asian-Pacific American

Jack Lord, Jr.  
LGBTQA

Patrick McMahon  
Veterans & Allies

Jessica Joseph  
Asian-Pacific American

Eileen Ridley  
LGBTQA

Taylor Pancake  
Veterans & Allies
Building Strong External Partnerships

Foley is proud to support a number of external organizations that are advancing diversity and inclusion efforts. Many of our attorneys and professional staff are active in these organizations.

- American Bar Association Judicial Intern Opportunity Program
- Asian American Bar Association of Houston
- Association of Law Firm Diversity Professionals
- Association of Women Lawyers
- ATHENA PowerLink Program
- Black Women Lawyers’ Association of Greater Chicago
- California Minority Counsel Program
- Chicago Black Partners Alliance
- Chicago Committee on Minorities in Large Law Firms
- Chicago Lawyers’ Committee for Civil Rights
- Chicago Urban League
- ChiWIP—Chicago Women in Intellectual Property
- Coalition of Women’s Initiatives in Law Firms
- Corporate Counsel Women of Color
- Constitutional Rights Foundation
- Detroit African-American Partners
- Equality Illinois
- Hispanic Bar Association of Austin
- Hispanic National Bar Association
- John M. Langston Bar Association of Los Angeles
- Hispanic Professionals of Greater Milwaukee
- LGBT Bar Association of Greater New York
- LGBT Bar Association of Wisconsin
- Lesbian and Gay Bar Association of Chicago
- Leadership Council on Legal Diversity
- National Asian Pacific American Bar Association
- National Bar Association
- National LGBT Bar Association
- National Association of Women Lawyers
- Pan Asian Lawyers of San Diego Bar Association
- StartOut
- State Bar of Texas LGBT Law Section
- Texas Minority Counsel Program
- Tom Homann LGBT Law Association
- WI Association of African-American Lawyers
- WI Chamber of Commerce
- Women Presidents’ Organization
Building — Our Relationship with the Leadership Council on Legal Diversity

Founded in 2009, the Leadership Council on Legal Diversity (LCLD) is a growing organization of more than 300 corporate chief legal officers and law firm managing partners who are personally committed to creating a truly diverse legal profession. 2018 marked our first year of membership. Since many LCLD members are our clients, membership presents us with the opportunity to enhance those partnerships on the mutually important issue of diversity and inclusion in the legal profession. For this reason, our relationship with LCLD is an important strategic component of our diversity and inclusion efforts. Furthermore, we appreciate that by participating in multiple LCLD programs, we are able to offer our attorneys professional development opportunities across the continuum of their careers.

LCLD Pathfinder Program

We consistently strive to provide our associates and senior counsel with professional development opportunities both inside and outside of Foley so that they are well-positioned to assume leadership roles in the firm and the legal community. Designed for diverse, high-potential, early-career attorneys at LCLD-member organizations, the program’s goal is to provide these attorneys with practical tools for developing and leveraging internal professional networks through relationship-building skills, leadership skills, and career development strategies that are applicable to both in-house counsel positions and law firm practices. Program participants receive intensive in-person training from leading industry professionals, online experiential learning, and opportunities to network with peers and other LCLD Pathfinders in small-group interactions.

We are proud that senior counsel Torrey Young was selected as a 2018 Pathfinder. We envision a bright future for Torrey and believe the Pathfinder Program will be instrumental in helping her build a pathway to success.

LCLD Fellows Program

The Fellows Program provides career development conferences and peer group projects to enhance the leadership skills of diverse senior associates and junior partners through extensive contact with managing partners and general counsel. Each class of Fellows also serves as mentors to those who follow.

We are proud that partner Steve Cade was selected as a 2018 Fellow. We envision a bright future for Steve and believe the relationships and skills he developed in the Fellows Program will be instrumental in assisting his success as a partner.
Texas elementary school students honored Dr. Martin Luther King, Jr. by channeling his passion and charisma during the Annual Foley Gardere MLK Jr. Oratory Competitions in Dallas and Houston. For the competitions, the students answered the question, “What would Dr. King say to the children of today’s world?”

Winners included Jasira King, a fourth-grade student from William Brown Miller Elementary School in Dallas, and Nyla Johnson, a fifth-grader from Lockhart Elementary School in Houston.

A total of roughly 300 fourth- and fifth-grade students representing 40 schools from the Dallas and Houston Independent School Districts competed in the in-school qualifying rounds last fall. One student from each school was selected to advance to the semifinals. From there, eight students from Dallas and 12 from Houston were selected to advance to the final competitions on January 18, 2019.

At all three levels of the competition, students were evaluated on the basis of delivery, stage presence and decorum, content interpretation, and memorization. During the finals, panels of locally renowned community and business leaders judged the students on their performances.

“Each year, the students amaze us with their oratory skills and knowledge of Dr. King’s legacy and message. Today was no exception,” says Michael Newman, managing partner of Foley Gardere’s Dallas office. “The content of the students’ speeches was inspiring and insightful, and they truly shined onstage.

Foley Gardere is delighted to host this unique event each year and to provide our community with a first look at some of our future leaders.”

Jasira, Dallas’s first-place winner, framed her speech by metaphorically relating life to a relay marathon, suggesting that each generation should “run their own course the best way they can” to reach the “finish line of justice and equality.”

She also relayed several pieces of advice that she believed Dr. King would give to her generation – the children of today’s world. “Use your voice and eventually, your vote ... Be quick to understand, and slow to anger. Be quick to listen, and slow to walk away. Be quick to comfort and slow to criticize.” She closed her speech by encouraging all generations never to stop moving forward in the pursuit of peace. “If your feet are aching, get on your hands and knees and crawl.”

Nyla, Houston’s first-place winner, started her speech by reminding the audience of the inalienable rights from the Declaration of Independence, “life, liberty and the pursuit of happiness.” She then questioned whether current political actions revoke these rights. The fifth-grader continued that if Dr. Martin Luther King, Jr. were here today he would say, “Although we have not fulfilled the dream, we must not lose hope.”

After taking the audience on a historical journey of injustices turned into American successes by bringing people together, she concluded that “America is great,” and “will be greater because we will continue to pursue life, liberty and happiness.”

“The passion and skill shown by these students today is proof that Dr. King’s legacy continues to live on and shape the dreams of today’s youth,” said Claude Treece, chief administrative partner of Foley Gardere and longtime event chair of the Houston competition. “These children are society’s future leaders and are intent on making a difference in their communities. Our firm is honored to play a role in providing a platform for them to express their dreams and aspirations for building a brighter tomorrow.”

Established in Dallas in 1993, the Annual Foley Gardere MLK Jr. Oratory Competition is held in conjunction with Martin Luther King Jr. Day to encourage people to remember and pay tribute to the late civil rights leader’s legacy. Foley Gardere introduced the event to encourage students to learn more about Dr. King and to help cultivate the writing and speaking skills of elementary school students. The event’s success in Dallas led to the establishment of the competition in Houston in 1997.
Foley did you know facts?

Receiving the Foley & Lardner Diversity Fellowship positively impacted my decision to join the firm as a full-time associate. At the time, I had just completed my first year of law school and had another summer ahead of me before graduation; I had also been granted on-campus interviews with other prestigious firms. This meant that I had the opportunity to try things out somewhere else before committing to a firm. While I had a great experience at Foley as a summer associate and wanted to return, I was somewhat skeptical about limiting my options so early in my law school career. However, receiving the fellowship made me realize how much I was valued by the firm, which made the decision much easier. It also provided me with more financial security and an increased sense of job security that many of my peers did not have over the next two years. I plan to help the firm drive change through diversity and inclusion by being a champion and mentor for other diverse candidates for employment and sharing my positive experiences as a diverse employee with others, while also communicating with the appropriate people within the firm about how we can improve in these areas.

– Jasmine Joseph, Associate

With the support of dedicated and passionate attorneys and professional staff, Foley’s pipeline programs are instrumental in supporting the firm’s strategy to develop a talented, diverse, and inclusive workforce that attracts talent from our surrounding communities regardless of race, class, gender, sexual orientation, or disability status.

– Lynn Herivaux, Director, Administration & Operations
Commitment to Leadership in the Community

AWARDS AND HIGHLIGHTS

Foley's commitment to diversity and inclusion goes beyond any single committee. Recent recognition of our tireless commitment includes:

Top 60
Law firms for women and working mothers by Working Mother Magazine

Top 100
Law firm for diversity in 10 of the past 11 years by The American Lawyer

Top 127
Law firms receiving a perfect 100-percent score

Our diverse attorneys and professional staff are not only recognized as leaders in the firm, but have also been recognized as such by the legal community, their own communities, and many civic organizations. These awards come as a result of the ongoing work done by our attorneys and professional staff who have embraced Foley's core values and are doing their part to ensure the success of our initiatives.

Jennifer Best-Martín was the recipient of the Pro Bono Publico Award from Casa Cornelia Law Center for her volunteer work contributing legal services, representing hundreds of indigent victims seeking refuge.

Beth Boland was named to the Boston Business Journal's “Power 50” List on November 15, 2018. Her influence extends beyond just Foley and her clients. Beth is heavily involved in Massachusetts political circles. She is also the president of the New England Chapter of the National Association of Corporate Directors, an organization that features some of the most powerful business leaders in Boston.

Courtenay Brinckerhoff was appointed chair of the PTAB Bar Association’s Committee on Appeals to the PTAB.

Kris Havlik was honored by the Women’s Fund of Greater Milwaukee for her philanthropic work in southeastern Wisconsin at the annual Power of Philanthropy event on November 1, 2018. The Women’s Fund honors emerging and established philanthropists who use their money to address the needs and issues of women in the greater Milwaukee area, while sharing the true power of philanthropic efforts.

Byron McLain was elected president of the John M. Langston Bar Association of Los Angeles. The organization was founded in response to other bar associations’ policy of excluding African-Americans as members. It was not until the mid-1960s that the Los Angeles County Bar Association recognized the Langston Law Club and other minority bar groups as dues-paying bar associations.

Elgie Sims Jr. was elected state senator of Illinois’ 17th Legislative District.
For additional copies of the Diversity + Inclusion Year in Review, please contact:

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About Foley

Foley & Lardner LLP looks beyond the law to focus on the constantly evolving demands facing our clients and their industries. With more than 1,100 lawyers in 24 offices across the United States, Mexico, Europe, and Asia, Foley approaches client service by first understanding our clients’ priorities, objectives, and challenges. We work hard to understand our clients’ issues and forge long-term relationships with them to help achieve successful outcomes and solve their legal issues through practical business advice and cutting-edge legal insight. Our clients view us as trusted business advisors because we understand that great legal service is only valuable if it is relevant, practical and beneficial to their businesses.

Foley Diversity + Inclusion Team

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Chief Diversity + Inclusion Partner  
San Francisco

Sharon Meit Abrahams  
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