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 about diversity and inclusion will give our people greater insight and sensitivity, which will allow us to provide outstanding client services. Thank you for your interest in and support of our diversity and inclusion journey.
A Message from our Chief Diversity + Inclusion Partner

EVERYONE’S PARTICIPATION MATTERS

We are pleased to present to you the 3rd edition of Foley & Lardner LLP’s Diversity + Inclusion Year in Review. This issue highlights our accomplishments over the last fiscal year, which are a reflection of the firm’s commitment to advancing and celebrating diversity and inclusion within our firm and in partnership with our clients.

At Foley, we are committed to supporting the growth and development of a workplace that reflects the richness of the communities in which we live and work. In order to meet our commitment, we work together to advance diversity and inclusion not just within our firm, but within our client relationships and community involvement.

Each day our profession challenges us to advance diversity and inclusion in meaningful and intentional ways. Advancing diversity and inclusion at Foley is a team effort in which everyone’s participation matters. A diverse workforce operating in an inclusive environment is a powerful indicator of our ability to collaborate, innovate, and grow. Diversity of backgrounds and perspectives helps us better understand and represent the clients we serve. An inclusive environment allows these talents to develop, be expressed to their fullest, and helps lead our firm to further growth and opportunities. For us, diversity and inclusion is about taking action—opening doors for attorneys and staff and learning from them.

This year, I am proud that firm leaders came together to develop the firm’s first diversity and inclusion strategic plan, which places us among the first law firms to have such a plan. Now, we must work together and with our clients to implement the plan over the next three years. The journey ahead will challenge, unify, and strengthen us as we provide the best service to our clients and offer meaningful career opportunities to attorneys and staff.

Foley is proud of our 175-year history and ongoing accomplishments in promoting diversity and inclusion, which are highlighted in this 2017 Diversity + Inclusion Year in Review. We recognize that constant effort and innovation are required, and we hope our clients and colleagues will help us improve our efforts by sharing their ideas and best practices on achieving diversity and inclusion in the profession.

Thank you for your support and participation throughout the year, and I look forward to the journey ahead.

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.
A Message from our Chairman & CEO

While many firms are still trying to sell the business case for diversity and inclusion, I am proud to say that Foley is one of the few firms in the nation that has already adopted a diversity and inclusion strategic plan. The plan, developed by a diverse team of attorneys and staff, lays out three strategic objectives and more than a dozen key action steps that reflect Foley’s commitment to advancing and celebrating a diverse and inclusive workplace, both within the firm and in partnership with our clients.

Much of the groundwork for executing that plan has already been laid. Four members of the firm’s Management Committee are women and/or people of color. Six of the firm’s offices are managed by women or minority partners. Three women are in professional management positions, including our Chief Administrative Officer, our Chief Human Resources Officer and our Chief Information Officer. Fifteen professional staff women serve as department directors or office administrators. Nearly one-third of our practice and industry teams are chaired by women, minority or LGBTQ attorneys. And more than half of our attorneys and professional staff identify as something other than straight white men.

At Foley, we view diversity as both a moral imperative and a competitive advantage. It is also one of our core values and part of our underlying mission: to foster 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 have come a long way in our efforts to recruit, retain and promote attorneys and professional staff from diverse backgrounds. But we still have a long way to go in realizing our goal of a workplace that fully reflects the richness and complexity of the communities in which we live and work.

I invite you to join us on this journey together.
Diversity In Action

DIVERSITY + INCLUSION STRATEGIC PLAN

We are proud that Foley is one of the first law firms in the country to adopt a Diversity + Inclusion Strategic Plan. In May 2017, the firm adopted the plan with expected implementation over the next three years. A diverse team of attorneys and staff across the firm developed the plan with the goal of providing the best service to our clients by attracting, retaining, developing, and promoting the best talent. Everyone in the firm, in particular firm leadership, is accountable for supporting the implementation of the plan. The following is a summary of the three strategic objectives and key actions steps in our plan.

STRATEGIC OBJECTIVES

- Establish a culture of accountability that promotes diversity and inclusion
- Ensure all individuals receive meaningful and challenging assignments and opportunities that help them develop professionally
- Continue to strengthen the firm’s partnership and leadership pipelines by intentionally identifying, training, and promoting qualified individuals

KEY ACTION STEPS

- Design inclusion training for firm leadership
- Require attorney and staff participation in such trainings
- Enhance individual evaluations to assess support of the plan
- Meet regularly and review progress on implementation of the key actions
- Provide a progress report to firm leadership

- Establish an oversight program to ensure new associates have sufficient amount of the right type of work
- Revise mentoring program to include a dashboard report of key data
- Develop core competencies focusing on necessary skills and experience
- Implement succession planning and growth of client interaction milestones
- Provide for inclusion of diverse attorneys in pitch and proposal activity
- Expand the current staff talent management program

- Develop a sponsorship program for select diverse senior counsel to drive them into partnership
- Design formal leadership skills program for select senior counsel and partners to develop a slate of potential future client relationship managers and firm leaders
- Implement plan to actively identify and recruit diverse firm members for firm leadership positions
- Enhance nominating protocol to include a more diverse slate of candidates
IMPLEMENTATION UPDATES

D+I Training

- Leadership training focusing on inclusion for our leaders within the firm, including management committee, department chairs, and office managing partners was conducted by Kevin Hyde in the summer of 2017. This group will reconvene for additional training and conversations with the Vernā Myers Consulting Group in 2018.

- Ongoing mandatory anti-harassment and unconscious-bias training sessions to increase accountability, consistency, transparency, and comprehension necessary to enhance diversity initiatives and promote a more inclusive firm culture were conducted in the fall of 2017. Training was facilitated by Jill Collins, John Litchfield, Dan Kaplan, Mark Neuberger, Felicia O’Connor, Larry Perlman, and Dabney Ware.

- Staff diversity and inclusion training content has been designed, and training will be implemented in 2018. Training will be facilitated by Sharon Meit Abrahams, Maria Bernstein, Steve Cade, Dana Cichy, Peter Eccles, Deborah Feliciano, Joyce Green, Jasmine Guy, Keisha Hill, Ellen-Paige Jones, Dan Kaplan, John Litchfield, Kam Mirrafati, Felicia O’Connor, Seth Pearson, Larry Perlman, Anna Rushworth, Jane Schindler, David Seno, Olivia Singelmann, Michael Thompson, Michea Toney, Dabney Ware, and Fran Zeiger.

Leadership Skills Development

- In the fall of 2017, a diverse group of leaders from across the firm attended a one-day training session conducted by faculty at Harvard University. One of the many topics discussed was unconscious bias and inclusive leadership.

- In an effort to continue to advance diverse talent and prepare them for leadership, Foley recently joined the Leadership Council on Legal Diversity, an organization that prepares future generations of diverse talent for the highest positions of leadership. In 2018, Steve Cade will participate in the Fellows Program, and Jackie Pilch and Torrey Young will participate in the Pathfinders Program.

Foley Institute Mentoring Program for First-Year Associates

The first year of a lawyer’s practice is a critical time in the development of professional habits and practices. This period can also be a challenging time as lawyers adjust to the pressures of practice management, client relations and integration into the firm’s culture. To facilitate the transition into the practice of law at Foley, the firm has created the Foley Institute Mentoring Program based on the Illinois Commission on Professionalism’s Mentoring Program. The goal of the mentoring program is to introduce and integrate first-year associates into practice. Tamesha Keel, Manager of Career Development, oversees the program and performs routine check-ins with mentors and mentees. Tamesha joined the firm in October 2017.

D+I Strategic Plan Planning Team

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<tr>
<th>Name</th>
<th>Title/Position</th>
<th>Office</th>
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<tbody>
<tr>
<td>Sharon Meit Abrahams</td>
<td>Director, Professional Development/</td>
<td>Miami Office</td>
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<td></td>
<td>Diversity + Inclusion</td>
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<tr>
<td>Casey Fleming</td>
<td>Partner</td>
<td>Milwaukee Office</td>
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<td>Mike Gay</td>
<td>Partner</td>
<td>Orlando Office</td>
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<tr>
<td>Jasmine Guy</td>
<td>Diversity + Inclusion Specialist</td>
<td>Chicago Office</td>
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<tr>
<td>Anne Lang</td>
<td>Chief Human Resources Officer</td>
<td>Chicago Office</td>
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<tr>
<td>Lisa Noller</td>
<td>Partner</td>
<td>Chicago Office</td>
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<tr>
<td>Phil Phillips</td>
<td>Partner</td>
<td>Detroit Office</td>
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<tr>
<td>Pat Quick</td>
<td>Partner</td>
<td>Milwaukee Office</td>
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<tr>
<td>Andy Rawlins</td>
<td>Partner</td>
<td>Washington, D.C. Office</td>
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<tr>
<td>Eileen Ridley</td>
<td>Chief Diversity + Inclusion Partner</td>
<td>San Francisco Office</td>
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“We strongly believe that diversity of thought and experience is good for business.” — Casey Fleming, Member of the D+I Strategic Plan Team
The Diversity + Inclusion Action Council

ADVANCING DIVERSITY + INCLUSION

The Diversity + Inclusion Action Council provides leadership and strategic direction for our diversity and inclusion programs. The Council is chaired by the firm’s Chief Diversity + Inclusion Partner and includes partners, senior counsel, associates, and professional staff representing each office and a variety of practices. The council assists with the development and strategic direction of our diversity and inclusion program and includes working project teams focused on areas such as engagement, recruiting, education, and sponsorship.

The pages of this diversity and inclusion publication further highlight the innovative efforts of firm leaders, local offices, and affinity groups throughout 2017. 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 and inclusion champions on Foley@Work; participated in the Innovation Alley at the firm retreat; provided D+I initiative updates at department, practice group, and office meetings, and hosted D+I Lunch & Learns.

Mentoring is an important way to pass on practical lessons, institutional knowledge, core values, and stories to help associates and junior partners have successful and fulfilling careers.
Strength In Diversity + Inclusion

2017 DIVERSITY DEMOGRAPHICS

130 PARTNERS*
6 AFRICAN-AMERICAN
17 ASIAN-PACIFIC
12 HISPANIC/LATINO
81 FEMALE
4 LGBTQ
10 VETERANS

281 ASSOCIATES, SPECIAL COUNSEL, AND OF COUNSEL*
1 AMERICAN INDIAN/ALASKAN NATIVE
16 AFRICAN-AMERICAN
38 ASIAN-PACIFIC
23 HISPANIC/LATINO
7 TWO OR MORE RACES
168 FEMALE
21 LGBTQ
7 VETERANS

455 TOTAL DIVERSITY
24 AFRICAN-AMERICAN
60 ASIAN-PACIFIC
39 HISPANIC/LATINO
9 TWO OR MORE RACES
278 FEMALE
27 LGBTQ
17 VETERANS

44 SENIOR COUNSEL*
2 AFRICAN-AMERICAN
5 ASIAN-PACIFIC
4 HISPANIC/LATINO
2 TWO OR MORE RACES
29 FEMALE
2 LGBTQ

1080 STAFF
4 AMERICAN INDIAN/ALASKAN NATIVE
138 AFRICAN-AMERICAN
64 ASIAN-PACIFIC
92 HISPANIC/LATINO
1 NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER
14 TWO OR MORE RACES
734 FEMALE
19 LGBTQ
14 VETERANS

840+ Attorneys
1000+ Staff
16 Offices in U.S.
175 Years of Serving Clients

*The diversity composition reflects statistics as of December 31, 2017. Lawyers and Staff may be included in more than one category.

Lateral Hires

64 Lateral Hires
1 American Indian/Alaskan Native
4 African-American
6 Asian-Pacific
25 Female
5 LGBTQ

New Associates

48 New Associates
26 Women Attorneys
17 Minority Attorneys
1 LGBTQ Attorney
1 Veteran Attorney
Promotions and Appointments

FIRM LEADERSHIP APPOINTMENTS

Daljit Doogal
Business Law
Detroit

Daljit Doogal was appointed chair of the Business Law Department.

Jeanne Gills
Intellectual Property
Chicago

Jeanne Gills was appointed to the Management Committee.

Phil Phillips
Litigation
Detroit

Phil Phillips was appointed managing partner of the Detroit office.
Diverse Partner Appointments

Alexis F. Bortniker  
BUSINESS LAW  
Boston

Pam M. Brown  
BUSINESS LAW  
Orlando

Krista M. Cabrera  
LITIGATION  
San Diego

Steve R. Cade  
BUSINESS LAW  
Chicago

Brooke D. Clarkson  
LITIGATION  
Washington, D.C.

Maureen C. Easton  
BUSINESS LAW  
Madison

Casey K. Fleming  
BUSINESS LAW  
Milwaukee

Kimberly A. Klinsport  
LITIGATION  
Los Angeles

Jocelyn E. Lavallo  
BUSINESS LAW  
New York

Brittany J. Nelson  
LITIGATION  
Washington, D.C.

“We must continuously look for the next generation of firm leaders to strengthen the firm by challenging the traditional business practices of the law firm structure...and we have excellent new partners paving the way for the next 175 years of providing excellent client services.”  
– Jay Rothman,  
CEO and Managing Partner

Foley did you know facts?

8 Foreign Languages Spoken by Foley Attorneys and Staff  
SPANISH  
GERMAN  
FRENCH  
GREEK  
RUSSIAN  
JAPANESE  
MALAYALAM  
MANDARIN
What advice can you give a young attorney aspiring to be a partner at Foley?

Take control of your career path and make sure you are doing work that will take you where you want to go. It’s easy to get stuck doing work you don’t want to do, whether that’s because there is an immediate need or because you happen to be good at it. Don’t drift through your early career. Be mindful of where you want to go, and seek out opportunities that will take you there.

Alexis F. Bortniker
BUSINESS LAW
Boston

What was the best professional advice you ever received?

I used to hold myself out exclusively as an employment litigator who left the advice side of the practice to others. About five years into my career, a partner at a former firm told me that you can’t be a great litigator if you aren’t well-versed at providing advice. He was right! I now spend about 50 percent of my time giving advice.

Krista M. Cabrera
LITIGATION
San Diego

What advice can you give a young attorney aspiring to be a partner at Foley?

Aside from the same piece of advice I was given above, I would also say that so much of your personal success depends on your colleagues and teamwork. Step up and offer to help someone when you can – and don’t underestimate the ability of a positive attitude to make the stressful moments in this profession seem more manageable.

Kimberly A. Klinsport
LITIGATION
Los Angeles

What was the best professional advice you ever received?

Focus on how you can improve and leverage strengths, as opposed to obsessing about your or others’ weaknesses. Too many people spend far too much time trying to improve upon weaknesses. While there is a place for that, you will get a much larger return on your investment if you nourish your strengths and the strengths of your colleagues and teammates. Once you have done that, be intentional about how you leverage those strengths. Not everyone can or should be good at everything... in order to win games, you need the entire team and some people are better at blocking or kicking field goals. And the sooner you can set your ego aside and recognize others’ strengths, it makes you a better leader and makes the group so much more successful. Simply put...figure out what you and your colleagues are good at and use it.

Casey K. Fleming
BUSINESS LAW
Milwaukee

What advice can you give a young attorney aspiring to be a partner at Foley?

Of course it’s important to hone your legal skills – that’s key, but make sure you are building relationships – with colleagues, clients, staff, opposing counsel, people in your industry associations, etc. And follow those relationships. I never cease to be amazed at who from the past I run into and how helpful it is to know people.

Jocelyn E. Lavallo
BUSINESS LAW
New York
AFFINITY GROUPS

Our Diversity + Inclusion Action Council and six Affinity Groups further our commitment to diversity and inclusion and drive initiatives that increase the number of individuals from underrepresented groups within our ranks of partners, lawyers and staff.

Our six Affinity Groups are attorney-led and serve as resources for their members. We are able to ignite our vision through the work of our affinity group members, allies, leadership, and all of you.

The affinity groups are important sources of support, development, and networking for our diverse attorneys. The affinity groups serve as a catalyst to ensure our culture is inclusive so that all Foley attorneys feel valued and included. We value our attorneys’ unique perspectives, backgrounds, and cultures. It is the power of our collective differences that make way for innovation and collaboration. Foley supports the following affinity groups.

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 affinity group strives to support African-American/Black attorneys and help connect them to the tools and resources they need to reach their goals.

This year, members:

- Attended the National Bar Association Commercial Law Section Conference in Atlanta. Phil Phillips presented on the What’s Hot in Employment Law panel. Foley has supported NBA for 12 years. Our engagement with the NBA gives us many opportunities to share our global perspective and experience with the local legal community while also strengthening our relationship with clients. It is a forum in which we can also engage Foley’s more junior black attorneys in the networking and marketing arena as they rarely have other opportunities. Historically, our participation in NBA has also led to business. The NBA, founded in 1925, is the oldest and largest association of black lawyers and judges in the country.

- Attended the National Bar Association Convention in Toronto.

- Attended the Corporate Counsel Women of Color Conference in New Orleans.

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

- Attended the California Minority Conference Program Conference in Los Angeles.

- Attended the Leadership Enterprise for a Diverse America Conference at Brown University in Providence, RI. Seth Pearson delivered the closing keynote address and provided one-on-one coaching session to 25 students. The career institute is designed to take 160 rising sophomores at Ivy League schools from low-income backgrounds and position them to create transformative changes in their communities and campuses.

- Attended the Georgia State University’s Diversity in the Workplace Conference in Atlanta. Seth Pearson delivered the closing keynote for the conference, which was opened by the Chief Diversity Officer of Coca Cola. The conference concerned issues of diversity in the modern workplace and what organizations are doing to address disparities.

Supported the Black Law Student Associations at Boston College, Georgetown University, Marquette University, Northwestern University, Stanford University, University of California Los Angeles, and University of Wisconsin Madison.

Co-sponsored Women of Excellence Network (WEN) Diversity Event at the Paris Club in Chicago. WEN aims to ensure that diverse attorneys at all levels of the firm have meaningful roles in the day-to-day work. Attendees included general counsel, chief legal officers, and law firm partners. Foley attendees included Steve Cade, Jeanne Gills, Z Scott, and Elgie Sims.

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.

Launched a professional development series focused on associates taking charge of their careers.

As an Asian American attorney at Foley, it feels gratifying knowing that there is a population of other Asian Americans at the firm and that Foley is taking active steps to make sure we are fully integrated into the firm culture. The Asian American affinity group is also a great support group for sharing common experiences and learning from each other so that we may grow professionally as attorneys in the firm.

– Albert Heng, Associate, San Diego Office

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.

This year, members:

Attended the National Asian Pacific Islander American Bar Association Convention in Washington, D.C. More than 1,600 Asian-Pacific American attorneys, judges, law students, and legal scholars were in attendance.

Attended the California Minority Counsel Conference Program Conference in Los Angeles.

The Hispanic-American Affinity Group helps people connect with others that share their culture and heritage, enhancing their sense of community and providing them with the ability to collectively discuss and address concerns of the group. It helps show people that although they are a minority in numbers and their background may be different, they are not alone.

– John Simon, Partner, Detroit Office

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.

This year, members:

Attended the Hispanic National Bar Association Conference in Miami.

Attended the Hispanic National Bar Association Convention in Kansas City, Mo. Olivia Singelmann shared her expertise on the Anti-Corruption Developments in LA & Beyond: Managing the Mounting Compliance Concerns in Latin America panel.

Attended the California Minority Counsel Conference Program Conference in Los Angeles.
Lesbian, Gay, Bisexual, Transgender, Queer, and Allies Affinity Group (LGBTQA)

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

- Hosted a CLE presentation in collaboration with Lambda Legal on LGBTQ rights under the Trump administration.
- 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 San Francisco. The annual conference featured more than 35 workshops on legal issues affecting LGBTQ individuals, families, and the community. Maria Bernstein discussed when and how to come out to clients; managing the stereotype that the world of finance is straight; white male dominated; taking advantage of business development opportunities that may be unique to LGBTQ lawyers, and staying involved in the community through pro bono work.
- Attended and sponsored the LGBT Bar Association Diversity Holiday Party in New York. The event, hosted by the bar association’s Diversity Committee, brought together more than 100 lawyers, judges, and law students from across the city and focused on how to increase the membership of diverse LGBT individuals. Will Lopez serves on the board of the bar association and also chairs its Diversity Committee.

- 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.
- Supported the Latino Law Students Association at the University of Chicago by participating in a panel discussion regarding diversity in big law.

The LGBTQA Affinity Group is open to all, for an important reason: LGBTQ people need the acceptance of, and support and input from our straight allies. Our Affinity Group is so much stronger due to their help. We come to work in a wonderful place, knowing our colleagues have our backs.

– Jack Lord, Jr., Partner, Miami Office

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 that address questions and concerns to career development activities.

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- Learned success stories about taking charge of your career, preparing for leadership positions, building a book of business, and maintaining a healthy work/life balance from Casey Fleming, Cherie Raidy, Jennifer Rathburn, Eileen Ridley, and Michele Simkin during the Meet Your Fellow Women Attorneys Speaker Series
- Hosted client panels and events
- Hosted Women President Organization lunches
- Hosted local office lunches
- Sponsored the ATHENAPowerLink in Orlando and Jacksonville
- 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
- Provided career advice to the University of Southern California women law students by hosting a Meet the Women of Foley in the Los Angeles office

Being an LGBTQ Ally: Enables me to better connect with my LGBT clients and potential clients; Keeps me updated on legal issues affecting the LGBT community; Makes me more aware of day-to-day issues affecting LGBT lawyers/staff; and is fun! Great group of caring and fun people!

– Donna Pugh, Partner, Chicago Office

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- Attended and sponsored the LGBT Bar Association Diversity Holiday Party in New York. The event, hosted by the bar association’s Diversity Committee, brought together more than 100 lawyers, judges, and law students from across the city and focused on how to increase the membership of diverse LGBT individuals. Will Lopez serves on the board of the bar association and also chairs its Diversity Committee.
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 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.

This year, members:

■ Sponsored the Northwestern University’s Veterans Law Association

“"I’m particularly excited to be a founding co-chair of the firm’s veterans’ affinity group. Veterans bring a lot to the table, and I noticed Foley was a bit behind the curve on recognizing this community. It’s great Foley recognized this and supported forming this group. I know we have a number of veterans across our offices that many people may not even realize, and I look forward to sharing their stories with the firm to discover how their military service can benefit them in their Foley careers and beyond. “

– Patrick McMahon, Associate, Chicago Office

AFFINITY GROUP LEADS

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<tr>
<th>Phil Phillips</th>
<th>Adrian Jensen</th>
<th>Joanne Lee</th>
<th>Jaime Guerrero</th>
<th>Jack Lord, Jr.</th>
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<th>Eileen Ridley</th>
<th>Adria Warren</th>
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Vernā Myers Takes Stage

Vernā Myers, Esq., a nationally recognized expert on diversity and inclusion within law firms, was a guest speaker at Foley’s All-Attorney Retreat in November 2017. She is known for her famous quote, “Diversity is being invited to the party; inclusion is being asked to dance.” Myers provided the keynote address about overcoming biases that impede decision making.

Booths at the Innovation Alley on Saturday, November 4, 2017

The Foley affinity groups took action during the retreat by creating a booth for firm members to learn more about their groups’ missions and compositions. The name of their booth was “Foley’s Affinity Groups A.C.T. (All Come Together)—It Matters to Me.” They had conversations with visitors about how the affinity groups bring attorneys together while fostering culture, enhancing personal development, and supporting broader business objectives. To capture this, they created and played a video of quotes from affinity group members on why it is important to them that the firm supports affinity groups and the importance of allies.

The Diversity + Inclusion Action Council also participated at the Innovation Alley. The name of their booth was “Putting the I in D_VERS_TY and _NCLUS_ON.” Visitors had an opportunity to learn more about the diversity and inclusion strategic plan, watch video clips from clients providing their perspectives on why diversity and inclusion matters to their companies, learn about ways in which they can be drivers of the plan (as shown below), and play diversity jeopardy. The jeopardy categories included diversity and inclusion strategic plan, language, clients, surveys, anti-harassment/inclusion training, and potpourri. The attorneys walked away with a broadened perspective on diversity and inclusion and a heightened awareness about how their biases affect firm culture as well as the rich diversity of the firm.
2017 Local Office Diversity Highlights

BOSTON

D+I ACTION COUNCIL MEMBERS:
Michael Thompson & Adria Warren

CHINESE NEW YEAR LUNCHEON: “YEAR OF THE ROOSTER”
In February 2017, office administrators and staff, attorneys, and members of the African-American Affinity Group, the Women’s Network, and the LGBTQA Affinity Group created a month-long program to commemorate Black History Month. The office designed programming that focused on the achievements and contributions of African-Americans in the areas of law, science, health, literature, art, music, sports, and fashion.

BLACK HISTORY MONTH HIGHLIGHTS:
- Art installation in the café of works created by black artists and from the personal collection of attorneys and staff. Many of the pieces were from well-known local, national, and international artists.
- The coffee bar was transformed into a mini-library of books that captured the African-American experience. These books were from the personal collection of attorneys and staff.
- Knowledge boards about interesting facts about highlighting black pioneers—past and present.
- Music played in the coffee bar from the beats of West Africa to jazz, blues, reggae, funk, and hip hop.
- Partners sponsored a Soul Food lunch where the movie, “Guess Who’s Coming to Dinner” was viewed.

James DeVellis and Kayra Martinez (co-founders of the Nea Kavala refugee camp in Northern Greece) hosted a powerful and heartwarming fundraiser to benefit child refugees. More than $3,000 was raised, and Foley received media coverage including from the NBC Nightly News, which aired a two-part series on the event.

ADDITIONAL 2017 ACTIVITIES & SPONSORSHIPS
Monthly Women’s Attorney Lunches, Pride Month

CHICAGO

D+I ACTION COUNCIL MEMBERS:
Rebecca Bradley, Steve Cade, Dan Farrell, Jasmine Guy, Anne Lang, Joanne Lee, & Patrick McMahon

ChiWIP—CHICAGO WOMEN IN INTELLECTUAL PROPERTY
Throughout the year, the Chicago women attend organization meetings and events that provide opportunities to create lasting professional relationships, exchange best practices, and impact the community through education.

COALITION OF WOMEN’S INITIATIVES IN LAW
Throughout the year, the Chicago office sponsors lunches for the Women Presidents’ Organization. The WPO is a nonprofit membership organization for women presidents, CEOs, and managing directors of privately held, multimillion dollar companies.

WOMEN ATTORNEYS MONTHLY LUNCHES
As part of its growing efforts, the Chicago Women’s Network held monthly lunches that allowed the firm’s women attorneys to interact and share success stories with one another.

WOMEN PRESIDENTS’ ORGANIZATION
Throughout the year, the Chicago office sponsors lunches for the Women Presidents’ Organization. The WPO is a nonprofit membership organization for women presidents, CEOs, and managing directors of privately held, multimillion dollar companies.

LAWYERS FOR DIVERSITY GALA CELEBRATION
In July, Jasmine Guy, Courtney Kelly, John Litchfield, and Morgan Tilleman attended a gala at the Peninsula Hotel celebrating the organization’s 30-year existence. Foley was one of many sponsors of the event. Proceeds from the gala provide vital support for law students pursuing opportunities with nonprofit organizations such as Lambda Legal, Equality Illinois, Heartland Alliance/the National Immigrant Justice Center and many other public service organizations that are doing important and needed work in the LGBTQ+ community.
YEAR IN REVIEW 2017

EQUALITY ILLINOIS 2017 RAISING THE BAR RECOGNITION BREAKFAST
In August, Jasmine Guy and John Litchfield attended the Equality Illinois Breakfast at the Intercontinental Hotel. Foley was one of 51 law firms recognized for “Raising the Bar” and for leading the way by providing a fair workplace environment for lesbian, gay, bisexual, and transgender (LGBT) employees, and by engaging with the LGBT community.

DEMOCRACY FIGHTS BACK
In October, Sandra Barr, Jasmine Guy, Jennifer Hernandez, and Lauren Loew attended the Chicago Lawyers’ Committee for Civil Rights’ annual benefit at City Winery. Foley was one of many sponsors of the benefit. The mission of the Chicago Lawyers’ Committee for Civil Rights is to secure racial equity and economic opportunity for all. The organization provides legal representation through partnerships with the private bar, and collaboration with grassroots organizations and other advocacy groups to implement community-based solutions that advance civil rights. Lauren Loew serves on the board and Mush Berman and Jami Gekas served on the host committee.

CHICAGO URBAN LEAGUE
In November, the Chicago office sponsored the Chicago Urban League’s 56th Annual Golden Fellowship Dinner at the Chicago Hilton & Towers. The mission of the Chicago Urban League is to support empowerment, education, and employment initiatives for residents of the community. Jeanne Gills and clients attended the gala.

DRESS FOR SUCCESS & DEBORAH’S PLACE
During the months of November and December, the office collected gently used professional clothing, accessories, and toiletries to help individuals trying to re-enter the workplace.

ONE OF A KIND
In December, the Chicago and Milwaukee Women’s Network invited clients to a Legal Ethics Issues for In-House Counsel CLE presentation led by Z Scott in the Chicago office, followed by shopping and a reception at the One of a Kind Show at the Merchandise Mart. Scott covered topics such as attorney-client privilege, client identity and conflicts, communications with unrepresented individuals, the no contact rule, and the unauthorized practice of law.

DETROIT
D+I ACTION COUNCIL MEMBERS: Vanessa Miller & Phil Phillips

MICHIGAN VETERANS FOUNDATION
Sponsored a new and used book drive benefiting veterans and their families.

JACKSONVILLE
D+I ACTION COUNCIL MEMBER: Chuck Hedrick

FIVE STAR VETERANS CENTER
Throughout the year, Foley professional staff members volunteer for this nonprofit that provides safe and secure housing, career guidance, counseling, moral support, and transportation to medical appointments and job interviews to veterans.

HOMELESS VETERANS STAND DOWN
Foley professional staff members volunteered at the event, which included a homeless veterans job fair and a legal issues resource fair.

K-9s FOR WARRIORS
Started a partnership as an ambassador to and attended a luncheon to find out more information on how we can provide career support to veterans and their families.

LOS ANGELES
D+I ACTION COUNCIL MEMBERS: Jaime Guerrero, Archana Manwani, Kam Mirrafati, & Raj Tanden

CONSTITUTIONAL RIGHTS FOUNDATION
Partnered in their summer internship program.

WOMEN ATTORNEYS MONTHLY LUNCHES
As part of its growing efforts, the Los Angeles Women’s Network held monthly lunches that allowed the firm’s women attorneys to interact and share success stories with one another.

WOMEN PRESIDENTS’ ORGANIZATION
Throughout the year, the Los Angeles office sponsors lunches for the Women Presidents’ Organization. The WPO is a nonprofit membership organization for women presidents, CEOs, and managing directors of privately held, multimillion dollar companies.
MADISON
D+I ACTION COUNCIL MEMBER:
Anne Ross

UW WOMEN IN LAW RECEPTION
In September 2017, the Women’s Network held its annual reception providing career advice to women law school students. Attendees included Anne Ross, Katie Rist, and Sarah Slack.

MILWAUKEE
D+I ACTION COUNCIL MEMBERS:
Carmen Decot, Armand Go, & David Seno

WOMEN ATTORNEYS MONTHLY LUNCHES
As part of its growing efforts, the Milwaukee Women’s Network held monthly lunches that allowed the firm’s women attorneys to interact and share success stories with one another.

WHAT FAMILY MEANS TO ME
In June, members of the LGBTQQA Affinity Group volunteered at Pride Fest. During the festivities, Karina Willes led an art installation project in which participants described “What Family Means to Me” on cards.

WISCONSIN CHAPTER OF THE ASSOCIATION FOR LEGAL ADMINISTRATORS
In June, Morgan Tillemann and Karina Willes spoke on a panel about inclusiveness of the LGBTQ community in law firms.

WISCONSIN LGBT CHAMBER OF COMMERCE
In September, Joelyn Wunderlich spoke to job seekers at its annual job fair. Foley continues its partnership with the Chamber by being a Gold level sponsor.

VETERANS JOB CAMP
Sponsored by the University of Wisconsin Milwaukee, Joelyn Wunderlich provided career guidance and resume review to three students in October.

NEW YORK
D+I ACTION COUNCIL MEMBER:
Peter Eccles

WOMEN ATTORNEYS QUARTERLY LUNCHES
As part of its growing efforts, the New York Women’s Network held quarterly lunches that allowed the firm’s women attorneys to interact and share success stories with one another.

ORLANDO
D+I ACTION COUNCIL MEMBERS:
Jessica Joseph & Taylor Pancake

WOMEN’S INITIATIVE FOR LEADERSHIP DEVELOPMENT (WILD)
In October, the Women’s Network hosted a reception for WILD in our Orlando office. WILD provides a forum for women to leverage their personal and professional resources to help other women achieve their personal and professional goals. Pam Brown serves on its board of directors.

SAN DIEGO
D+I ACTION COUNCIL MEMBER:
Albert Heng

SUPPORT THE ENLISTED PROJECT (STEP)
The San Diego office donated food for Thanksgiving and held a Christmas toy drive for the nonprofit that serves military families in times of financial hardship or crisis.

ATHENA POWERLINK SAN DIEGO
In August, Foley was a Silver sponsor at its annual gala. Jennifer Best-Martin, Melissa Brayman, and Carrie Long were in attendance. Athena is a vibrant community of dynamic executive and rising management women who aspire to excel in life science, technology, and the services that support those industries. They offer a wide array of opportunities for leadership training, mentoring, networking, and educational programming.

SAN DIEGO LAW LIBRARY FOUNDATION
In October, the firm was one of many sponsors at the foundation’s Changemaker Award, which honored Nick Fox “for his excellence in advancing access to justice, while at the same time tirelessly changing the landscape of the San Diego community through his work as President of the Tom Homann LGBT Law Association and as director of the University of San Diego School of Law Alumni Association.”

TOM HOMANN LGBT LAW ASSOCIATION
In December, the office hosted a CLE entitled “ACLU on LGBT Issues Before the Supreme Court,” followed by a reception in our office.
TAMPA
D+I ACTION COUNCIL MEMBERS:
Adam Alaee & Lauren Valiente

VETERAN TRANSITIONING WORKSHOP
In June, the professional staff assisted veterans by facilitating a resume-writing workshop and provided tips on how to navigate the job hiring process.

CARDS FOR HEROS
In November, attorneys and staff, in conjunction with the Red Cross, created and signed cards for soldiers and veterans.

WASHINGTON, D.C.
D+I ACTION COUNCIL MEMBERS:
David Sanders & Olivia Singelmann

DOG TAG BAKERY
The D.C. office has an ongoing partnership with the Dog Tag Bakery work-study program, which combines education with the experience necessary for our vets to succeed post-duty as civilians. Jane Schindler facilitated a change management program in our D.C. office in September, attended the Annual Veterans Day Showcase in November, where fellows sold their baking goods, and attended the Dog Tag Bakery Fellowship Graduation at Georgetown University in November.

Opening the Door to Opportunity — Pipeline to Diversity

To support its commitment, Foley has devoted significant time, effort, and financial support to increase the diversity pipeline and to reach youth to help them understand the legal profession and empower them to be the next generation of attorneys. Whether it is mentoring, providing internships, or conducting mock interviews, our attorneys and staff are dedicated to leveling the playing field for the next generation. Assisting primary and secondary students, law students, and attorneys become tomorrow’s leaders means a larger, more diverse marketplace and a greater pool of talented professionals.

Here are some examples of our commitment to developing the legal pipeline.

Boston Attorneys Empower Students through the Citizens School/Discovering Justice Program
In Boston, our attorneys are involved in the Citizens School/Discovering Justice program, which “prepares young people to value the justice system, realize the power of their own voices, and embrace civic responsibility by connecting classrooms and courtrooms.”

Chicago Attorneys and Staff Mentor Cristo Rey Jesuit High School Students
This year marks the eighteenth year of the Chicago office’s participation in Cristo Rey Jesuit High School’s Corporate Internship Program. Founded in 1996, Cristo Rey’s mission is to make private college preparatory education affordable for economically challenged students in Chicago’s Pilsen and Little Village communities. The school’s Corporate Internship Program gives each student the opportunity to earn up to 70 percent of his or her own tuition by working one day a week for a corporate sponsor. In mid-August, the eight students (pictured) joined the firm for the 2017-2018 school year. These students work in various areas of the firm and are exposed to its operations. Many of these students plan to work at a law firm after college.

Milwaukee Office Mentors Students in Three Programs

- In the Milwaukee office, we participate in Street Law, a program that teaches students about different aspects of the law and how it relates to their lives.
- For nearly 15 years, we have participated in the Milwaukee Mayor’s Earn and Learn program. Through this program, local high school youth work with our staff in the Milwaukee office over the summer in the areas of hospitality, data entry, and the mail room.
- We are in our sixth year of a partnership with a Milwaukee public school, the Wisconsin Conservatory of Lifelong Learning. We participate in multiple programs with the school, including reading in school, tutoring middle school students, career counseling high school students, and providing school supplies, a senior scholarship, and field trips.
Foley did you know facts?

Diversity Fellowship Program

In 1998, Foley took the lead in strengthening the pipeline of diverse legal talent by establishing a Diversity Scholarship Program, which supported first-year law students with $5,000 scholarships. During the tenure of this program, we awarded more than $500,000 in scholarships to more than 100 outstanding law students. Today, we are pleased to continue this longstanding commitment with our Diversity Fellowship Program for second-year law students.

These fellowships are for students who share our values and demonstrate a commitment to promoting diversity and inclusion. Each Diversity Fellow receives a total of $20,000 to be paid in two equal amounts of $10,000, the first of which will be paid following successful completion of the 2018 Summer Associate Program and the second within 30 days after joining the firm as an associate/law graduate.
Collaborations

Foley finds value in collaborating with minority bar associations throughout the country. Many of our diverse attorneys are active in these organizations.

- Association of Law Firm Diversity Professionals
- Athena PowerLink Program
- Black Women Lawyers' Association
- California Minority Counsel Program
- Chicago Committee on Minorities in Large Law Firms
- Chicago Urban League
- Corporate Counsel Women of Color
- Coalition of Women’s Initiatives in Law Firms
- Equality Illinois
- Hispanic National Bar Association
- 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
- StartOut
- WI Association of African-American Lawyers
- WI Chamber of Commerce

Leadership In Action: Fostering Diversity in the Profession

AWARDS AND HIGHLIGHTS

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

Equality Illinois

For the fifth consecutive year, Foley has been recognized by Equality Illinois as a “Top Illinois Law Firm in LGBTQ Workplace Equality” for our inclusive practices.

Our diverse attorneys and staff make many contributions to the legal profession. They give their time and leadership to endeavors that benefit bar associations, their communities, and civic organizations. These awards have come as a result of the continuous work by our attorneys and staff who have embraced Foley’s core values. They are doing their part to ensure the success of our initiatives.

Top 100 law firm for diversity nine of the past ten years

Jason Allen was named to Diversity MBA’s 2017 “Top 100 Under 50 Executive and Emerging Leaders” list. This annual ranking honors both experienced and up-and-coming leaders who are employed at companies that have an international presence. The honorees were selected based on their achievements in leadership and education, as well as for their standout work in their communities.
Maria Bernstein was appointed to the California State Bar Diversity Committee. The goal of the committee is to ensure the legal profession reflects the rich diversity of the people of California in a way that is equally accessible and free of bias.

Steve Cade, Jeanne Gills, and Z Scott were named to Crain’s Chicago Business magazine’s inaugural Most Influential Minority Lawyer List in December 2017.

Cade, a senior counsel in the Business Law Department, was honored for his client-focused work and stewardship at the firm, particularly his efforts as a mentor and advisor to diverse attorneys. A member of Foley’s Diversity Ambassador Program, Cade also is an active member of the firm’s Diversity & Inclusion Action Council, where he serves on the sponsorship program subcommittee. He has been instrumental in the implementation of the firm’s first diversity and inclusion strategic plan and regularly engages in conversations with his colleagues and provides industry best practice tips on mentoring, sponsorship programs, recruiting, and retention.

Gills, a partner and vice-chair of the firm’s Intellectual Property Department, was honored for her multifaceted leadership skills within Foley, as well as for her sphere of influence among a vast network of minority attorneys nationwide. Gills is considered a visionary among her peers and has leveraged her success to improve the legal community’s inclusiveness, all while being a single adoptive mom. In 2012, she co-founded the Chicago Black Partners Alliance (CBPA) to improve the promotion, retention, and success of black partners, recognizing the creative genius stemming from diverse teams.

Leah Eisenberg was named the 2018 New York Institute of Credit Women’s Executive of the Year. The award is presented to individuals who have achieved noteworthy success in business and who have assisted other women in reaching their goals. It also recognizes those who exhibit excellent entrepreneurial spirit. “I am honored to now sit among the prestigious women who have received the NYIC Women’s Executive of the Year Award in previous years,” said Eisenberg. “I am passionate about networking with other women, both within and outside my field of work, empowering them and discussing ways we can bring diversity and awareness into the workplace and the community. The NYIC is a fantastic outlet to do so in the credit industry and I cannot wait to see what’s in store for our Women’s Division in 2018.”

Casey Fleming was quoted in an ABA Journal article, “Program Helps Law Firms See Progress in Gender Diversity—but Is It Enough?” about how Foley’s gender equality and diversity initiatives have helped her career. “I learned from my mentors the importance of being my own advocate and being open with firm leadership about training and other things I’d like to do—and I keep asking,” she said. “I think it’s important that firms have formal programs like Foley does, but just as important is the mentorship, business development, opportunities for client management, and the amount of confidence and support they throw behind us.”
Nick Fox received the San Diego Library Foundation’s Changemaker Award “for his excellence in advancing access to justice, while at the same time tirelessly changing the landscape of the San Diego community through his work as President of the Tom Homann LGBT Law Association and as director of the University of San Diego School of Law Alumni Association.”

Jeanne Gills was quoted in a Crain’s Chicago Business magazine article, “Chicago Lawyers: Not A Diverse Lot,” about the lack of diversity in Chicago law firms. According to Crain’s, Chicago law firms have a lower percentage of minority partners and junior lawyers than peer cities, including New York, Washington, D.C., Houston, and Los Angeles. Gills, who is also the president of the Chicago Black Partners Alliance, said minority lawyers’ underrepresentation in the Chicago bar stems from the same forces as found elsewhere in the country: unconscious bias and limited access to big clients and complex cases, which hampers career advancement.

Jasmine Guy was elected secretary of the Association of Law Firm Diversity Professionals in November 2017. ALFDP’s mission is to act as a catalyst for the advancement of diversity and inclusion in the legal profession.


Seth Pearson was named as one of the 2018 40 LGBTQ Leaders Under 40 by Business Equality magazine.

Z Scott received a 2017 Legacy in the Law award from the Black Women Lawyers’ Association (BWLA) of Greater Chicago Inc., an organization with more than 300 members that strives to increase the participation of African-American women and other minorities throughout the legal system. Scott accepted the award at the National Summit of Black Women Lawyers, a prestigious ceremony that the BWLA of Greater Chicago Inc. hosted in Chicago. Scott was one of just four black women attorneys in the United States to receive this national recognition. The Legacy in the Law award is given to individuals who are identified as having a track record of supporting and advancing diversity within the law and pipeline development efforts while possessing extraordinary professional career accomplishments. Scott was nominated based on an anonymous recommendation. “This recognition for Z is much deserved,” said Eileen Ridley, Foley’s chief diversity and inclusion partner. “She is truly making waves with growing diversity and building awareness here at Foley and within the organizations with which she is involved. She is a prime example of a leader who makes a difference, and there is no doubt in our minds that she will continue to do great things.”

Elgie Sims was appointed to the 17th District Illinois Senate seat.

For the 6th consecutive year, we achieved a perfect score of 100 on the Human Rights Campaign’s Corporate Equality Index. The Index is a deep dive into workplace policies and practices that protect lesbian, gay, bisexual, transgender, and queer employees.
For additional copies of the Diversity Year in Review, please contact Foley & Lardner LLP’s Diversity + Inclusion Specialist:

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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 nearly 900 lawyers in 19 offices across the United States, 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

At Foley, we sustain a culture of inclusion in which everyone has an equal opportunity to excel. We provide clients with exceptional legal services that reflect creative and unconventional solutions. We recognize diversity as a competitive imperative and partner with our clients to achieve our shared diversity and inclusion goals.

To learn more about Foley’s diversity and inclusion initiatives, visit Foley.com/diversity.

Diversity + Inclusion Team

Eileen Ridley
Chief Diversity + Inclusion Partner

Sharon Meit Abrahams
Director, Professional Development / Diversity + Inclusion

Jasmine Guy
Diversity + Inclusion Specialist