

FOLEY

DIVERSITY & INCLUSION

2020 / 2021

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Thank you for the opportunity to share Foley & Lardner's Diversity & Inclusion (D&I) efforts. We are striving to be a community where everyone can reach their full potential. We are relentlessly focused on creating a workplace where everyone can bring their authentic self regardless of ethnicity, background, belief, orientation, gender expression, or personal need.

We have taken a number of key steps in furtherance of this commitment. One key step has been heavily investing in the way in which we support our attorney talent. The firm, with the D&I team's support, has created a new department—Legal Talent & Development (LTD)—led by Jennifer Patton. Jen joined the firm as our first Chief Legal Talent Officer and is charged with leading the firm's recruiting, professional development, attorney coaching, and diversity teams. One of Jen's first priorities was to work with me as the Chief Diversity & Inclusion partner in hiring Alexis Robertson, our new Director of Diversity & Inclusion.

The creation of the LTD department has allowed us to supercharge our D&I efforts while we continue to evaluate, improve and implement our [D&I Strategic Plan](#). It has further elevated D&I within the firm and allows Alexis to seamlessly collaborate with all of the key talent-facing departments. Although this change may seem purely administrative, we highlight it because it required the investment of significant resources and is already having a direct impact on the day-to-day experience of our attorneys. Additionally, even in the face of turbulent and uncertain economic times, we have remained steadfast in our support for the LTD Department, with a particular emphasis on supporting our diverse attorneys.

In addition to the new LTD Department, we continue to support our affinity groups for women, minorities, LGBTQ, and veterans, as well as to participate in and financially support a variety of national and regional diversity organizations. We also encourage candid conversations regarding diversity and inclusion challenges within the firm, the legal industry, and the business community – and involve firm leadership, clients, industry leaders, and professional staff in creating positive change wherever possible.

While we are heartened by the progress we have made, we still have more work to do. We welcome the opportunity to partner with you on your D&I initiatives and to further share information on our D&I commitment, goals, and progress.

Best,



Eileen R. Ridley
Chief Diversity & Inclusion Partner

At Foley, we believe our firm should reflect the diverse world we serve. People from different backgrounds challenge each other, foster greater creativity, and uncover new and better ways of doing business. We will continue to call on our attorneys, professional staff and clients to help us foster an environment that fully reflects and embraces the rich cultural heritage of the communities where we practice law.

Jay Rothman | Chairman and CEO

DIVERSITY & INCLUSION AT FOLEY

By the Numbers (As of 12/31/2020)

At Foley, we are 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.

ABOUT FOLEY & LARDNER

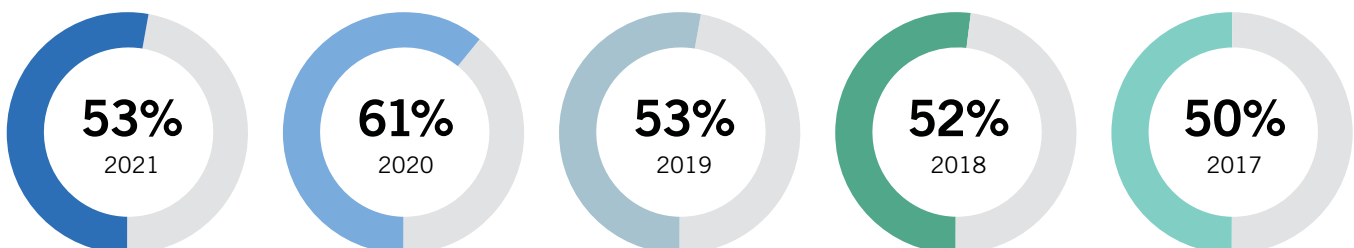
1,100
Attorneys

22
U.S. Offices

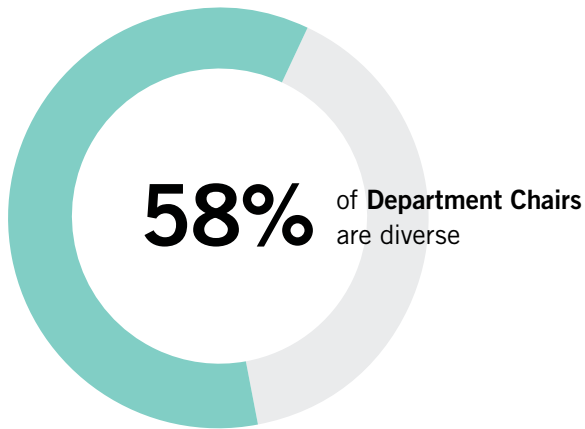
179
Years in the
Industry

PARTNERSHIP CLASS DEMOGRAPHICS 2017–2021

For the last **5 years**, our partnership classes have been at least **50% diverse*** (*gender, ethnicity, LGBTQ, veterans, and people with disabilities).



OUR LEADERSHIP



46%

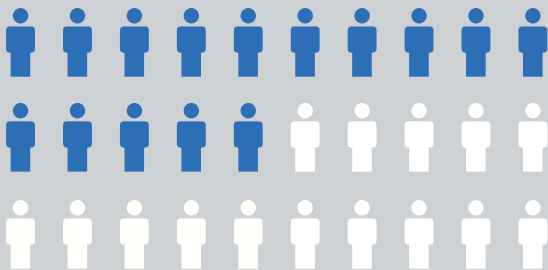
of our **Management Committee** is diverse

38%

U.S. **office managing partners** are diverse

ASSOCIATE DEMOGRAPHICS

49% of our associates are **women**,
25% **ethnically diverse** and 5% **LGBTQ**



SENIOR COUNSEL DEMOGRAPHICS

44%

Women

15%

Ethnically
diverse

PARTNERSHIP DEMOGRAPHICS

25%

of our partners are **women**

10%

of our partners are **ethnically diverse**

2021 PARTNERSHIP CLASS

5%

LGBTQ

11%

Ethnically
Diverse

42%

Women

OUR STRATEGIC PLAN

For Diversity & Inclusion

We are proud that Foley has adopted a Diversity & Inclusion Strategic Plan. The goal of our strategy is simple: to provide the best service to our clients by attracting, retaining, developing and promoting the best talent. Following is a summary of the three strategic objectives and key action steps for our plan.

STRATEGIC OBJECTIVES



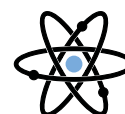
Culture

Establish a culture of accountability that promotes diversity and inclusion.



Development

Revamp the firm's professional development programming to ensure that all attorneys have equal access to leadership and skills-focused training.



Partnerships

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

Although we are proud of our progress in implementing our strategic plan, we recognize that its execution is a long-term commitment and we still have much work to do. For the 2019/2020 year, our immediate priorities include:

- **Associate Development/Work Allocation:** Broadening the firm's reporting system to provide practice groups with the tools to more easily track and provide client work and professional development opportunities to diverse attorneys.
- **Leadership Skills Development:** Revamping the firm's professional development programming to ensure that all attorneys have equal access to leadership and skills-focused training.
- **Inclusion Training:** Rolling out the next iteration of the firm's inclusion and implicit bias training in order to keep moving the conversation and awareness forward.

INCLUSIVE

Recruiting

We are committed to hiring diverse talent. To achieve this goal, we work in collaboration with law school affinity groups and participate in recruiting with other external organizations focused on diversity in the legal profession.

2021 SUMMER ASSOCIATE CLASS

60%

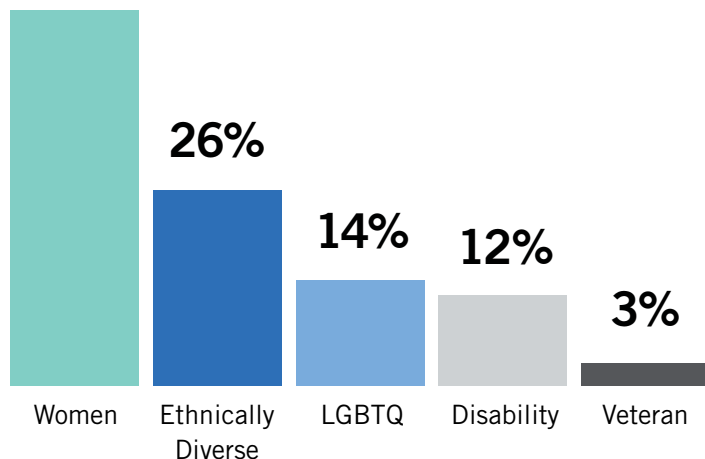
Women

31%

Ethnically Diverse

2021 NEW ASSOCIATES

50%



2020 LATERAL NON PARTNER RECRUITING

42%

Women

27%

Ethnically Diverse

RECRUITING DIVERSE CANDIDATES FOR FOLEY

Bay Area Diversity Career Fair

Black Law Students Association
Regional Job Fairs

Boston Lawyers Group Job Fair
for Law Students of Color

Harvard Black Law Students
Association 1L and 2L/3L Job Fairs

National LGBT Bar Association
Lavender Law Career Fair

INTRODUCING DIVERSE STUDENTS TO LEGAL

MLK Jr. Oratory Competition.

Annual elementary school oratory competition hosted by the firm's Chicago, Dallas, and Houston offices asking students to compose original persuasive speeches related to Dr. King's vision for America.

Lawyers in the Classroom. Mock trial program for Chicago inner-city elementary students.

Citizen Schools and Discovering Justice Mock Trial. Attorneys "coach" local middle school students.

Street Law. A nonprofit organization that teaches high school students in underprivileged communities about law, democracy, and human rights.

Legal Prep Charter Academy Mentors.

The only legal-themed high school in Illinois – prepares its students, all of whom are African American or Hispanic, for a legal career. Our Chicago office is a funding sponsor of the Legal Prep Charter Academy.

FOLEY'S

Affinity Advantage

We recognize the importance of providing our diverse talent with community-building and networking opportunities. We have national affinity groups for women, ethnic minorities, members of the LGBTQ community, and veterans. These groups help reinforce a sense of community, provide collaborative business development opportunities, and participate in mentoring and recruiting activities. The firm's affinity groups serve as a catalyst to promote inclusion, build community, and provide leadership opportunities for diverse attorneys within the firm. The groups meet regularly, setting their own agendas tailored to the needs of their members.

AFFINITY GROUP PILLARS

Our national affinity groups focus on professional development, community and bar association involvement, recruitment and retention, as well as awareness and advocacy within their respective communities.

Professional Development

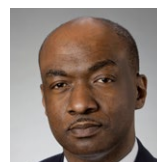
Community and Bar Association Involvement

Recruitment and Retention

Awareness and Advocacy

AFFINITY GROUP LEADERSHIP

Black Attorneys Affinity Group

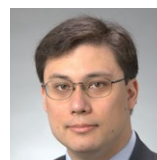


Phil Phillips

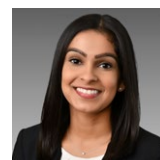


Sara Madavo

Asian, Pacific, and Middle Eastern Attorneys Affinity Group

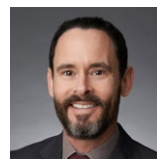


Adrian Jensen



Jessica Joseph

LGBTQ & Allies Affinity Group

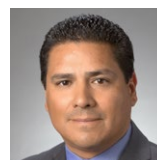


Jack Lord

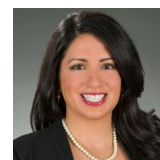


Eileen Ridley

Hispanic American Affinity Group



Jaime Guerrero



Jessica Gonzalez

Veterans & Allies Affinity Group



Taylor Pancake

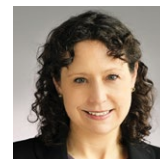


Patrick McMahon

Women Attorneys Network



Adria Warren



Sarah Slack

INCLUSIVE

Foley Across the USA

We support a broad range of outside organizations dedicated to diversity & inclusion in the legal profession. Here's a list of some of the many organizations that we are proud to support:

Black Women Lawyers' Association of Greater Chicago

Leadership Council on Legal Diversity

Corporate Counsel Women of Color

Hispanic National Bar Association

Lambda Legal Defense & Education Fund

Bay Area Latino Lawyers Fund

LAGBAC Foundation Lawyers for Diversity

National LGBT Bar Association

National Bar Association

California Minority Counsel Program

National Asian Pacific American Bar Association

South Asian Bar Association of North America

Charting Your Own Course

StartOut

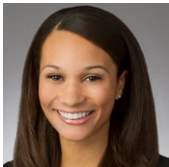
D&I ACTION COUNCIL

Chaired by Foley's Chief Diversity & Inclusion Partner, Eileen Ridley, the Diversity & Inclusion Action Council is comprised of individuals representing a diverse cross-section of Foley's offices and practice groups. The DIAC works in collaboration with the firm's D&I team to execute Foley's D&I Strategic Plan. Council members also serve as D&I champions, advocates, and as a resource to diverse attorneys within their respective offices and practice groups. The DIAC is committed to promoting a culture of inclusion that embraces diverse people, ideas, and perspectives.

SPOTLIGHT ON FOLEY'S

LCLD 2021 Fellow and Pathfinder

Foley & Lardner is a proud supporter of **The Leadership Council on Legal Diversity (LCLD)**, a prestigious national organization comprised of general counsel and managing partners committing to developing the next generation of industry leaders. We are also proud to currently have [Olivia Singelmann](#) serving as Foley's LCLD Fellow and [Jason Wu](#) serving as Foley's LCLD Pathfinder. The LCLD Fellowship Program is an intensive, yearlong professional development program that mentors the legal industry's diversity leaders of tomorrow. Designed for lawyers with eight-to-fifteen years of experience, the LCLD Fellows program connects high-potential attorneys with leading general counsel and managing partners. The LCLD Pathfinders Program, now in its sixth year, is tailored for lawyers with three-to-five years of experience. The program provides practical tools for developing and leveraging professional networks, leadership skills, and career development strategies.



Olivia Singelmann
Senior Counsel



Jason Y. Wu
Associate

LISTEN TO OUR PODCAST, THE PATH & THE PRACTICE



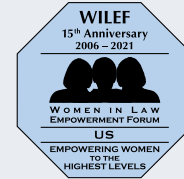
The Path & The Practice, an innovative podcast produced by Foley & Lardner LLP, has acquired more than 20,000 downloads since its launch in July 2020. The podcast explores the professional origin stories of Foley attorneys. Each episode features Alexis Robertson, Director of Diversity & Inclusion, in a one-on-one conversation with a new attorney exploring their

unique background, path to law school, path to Foley, and individual perspective on the practice of law.

AWARDS & RECOGNITION

Awarded Gold Standard Certification from the Women in Law Empowerment Forum (2021)

Recognized as a Best Place to Work for LGBTQ Equality by the Human Rights Campaign (2021)



MANSFIELD 5.0 PARTICIPATION

Foley is in the midst of the Mansfield Rule Certification process and expects to receive certification in the summer of 2022. Developed by Diversity Lab, Mansfield Rule Certification seeks to drive diversity in law firms by ensuring the women, racial/ethnic minorities, LGBTQ, and lawyers with disabilities are considered for key roles within law firms. We are thrilled to partner with Diversity Lab to further guide and develop our diversity efforts.



CONTACT US

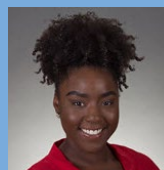
Thank you for allowing us to share a bit about our commitment to D&I. We welcome the opportunity to partner with you on your D&I initiatives and to further share information on our D&I commitment, goals, and progress. Please do not hesitate to contact us for more information.



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Our Core Values

Our People

Our people are our most valuable asset and their quality, creativity and dedication are indispensable to our success.

Clients First

Our clients are our first priority. When we provide quality work, value and superior service to our clients, our own success inevitably follows.

Citizenship

We embrace our responsibilities to our communities and profession and will lead by example through civic, pro bono, professional and charitable service.

Diversity

We embrace diversity and are committed to the inclusion of our diverse attorneys and staff and to the success of all our people.

Integrity

We will adhere to high standards of ethics, professionalism and integrity and safeguard the reputation of the firm at all times.

Trust and Respect

The success of our partnership stands on a foundation of trust, mutual respect, collegiality, communication and teamwork.

Stewardship and Accountability

As stewards of the firm, we are accountable to one another and will commit our time, talent and energy to the firm's success, growth and long-term prosperity.

Professional Satisfaction

Our work should be professionally satisfying and provide competitive financial rewards while affording the opportunity to achieve a reasonable balance between professional demands and personal commitments.



[FOLEY.COM](https://www.foley.com)



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NEW YORK | ORLANDO | SACRAMENTO | SALT LAKE CITY | SAN DIEGO | SAN FRANCISCO | SILICON VALLEY | TALLAHASSEE | TAMPA | TOKYO | WASHINGTON, D.C.

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