

Godfrey & Kahn, S.C.

2015 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Wisconsin - Milwaukee, Madison, Appleton, Green Bay and Waukesha; Washington, D.C.

DIVERSITY LEADERSHIP

Head(s) of Firm: Nicholas P. Wahl, Managing Partner

Diversity team leader(s): Christine Liu McLaughlin, Chair of Diversity Committee

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2014
Firmwide	167	170
U.S. offices only	167	170

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

No

ASSOCIATES (2014)

	Men	Women
White/Caucasian	36	25
African-American/Black	3	0
Hispanic/Latino	2	3
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	0
Individuals with disabilities	0	0
Total	43	27

SUMMER ASSOCIATES (2014)

	Men	Women
White/Caucasian	2	1
African-American/Black	0	1
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	1
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	2	4

EQUITY PARTNERS (2014)

	Men	Women
White/Caucasian	63	15
African-American/Black	0	0
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	63	17

NON-EQUITY PARTNERS (2014)

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

OF COUNSEL (2014)

	Men	Women
White/Caucasian	7	10
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	7	10

NEW HIRES (2014)

	Men	Women
White/Caucasian	9	4
African-American/Black	1	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	10	4

Strategic Plan and Diversity Leadership

How does the firm's leadership communicate the importance of diversity to everyone at the firm?

We believe that our commitment to diversity and a culture of inclusion impacts all of our strategic initiatives, including the efforts of our Management Committee, Diversity Committee, Professional Development Committee, Recruiting Committee, Marketing Committee, Women's Leadership Forum, Fellowship Committee and Summer Associates Committee. All of our initiatives are evaluated and prioritized in part based upon their contributions toward the diversity of our firm and our community.

Who has primary responsibility for leading diversity initiatives at your firm?

Christine Liu McLaughlin, Chair of Diversity Committee

Does your law firm currently have a diversity committee?

Yes

If yes, does the committee's representation include one or more members of the firm's management/executive committee (or equivalent)?

Yes

If yes, how many attorneys are on the committee, and in 2014, what was the total number of hours collectively spent by the committee in the furtherance of the firm's diversity initiatives?

Total attorneys on committee: 20

Total hours spent on diversity: 380

Comments: The above hours are charged specifically to the Diversity Committee, the Women's Leadership Forum and the Law School Diversity Fellowship Committee non-billable account numbers. Since diversity initiatives are a large part of every committee in the firm, time spent is often charged to other committee non-billable account numbers (e.g. Recruiting Committee, Attorney Advisor Program, Marketing, etc.). Actual hours spent on the Firm's diversity initiatives are greater than what is reflected solely by the Diversity Committee members.

Does the committee and/or diversity leader establish and set goals or objectives consistent with management's priorities?

Yes

Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?

Yes

If yes, is it formal or informal?

Formal

How often does the firm's management review the firm's diversity progress/results?

Annually

How is the firm's diversity committee and/or firm management held accountable for achieving results?

The Diversity Committee has a commitment to the Management Committee and our employees generally that it will implement, maintain, and monitor a variety of diversity initiatives. The Management Committee has asked the Diversity Committee to report its progress on these initiatives on a regular basis to the Management Committee, and the Management Committee closely measures the results. The other committees in the firm (for example, the Women's Leadership Forum, Professional Development Committee, Recruiting Committee and Marketing Committee) also work closely with the Diversity Committee on these initiatives, and much of the success of these other committees is tied to the success of these initiatives.

Is your firm minority-owned or women-owned?

No



Law Firm Diversity Initiatives

INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Undertake communication from firm management that diversity is a top priority of the firm
X			Formalize diversity plan and committee with action steps and accountability to management
X			Conduct firmwide diversity training for all attorneys and staff
X			Focus on strengthening firm's mentoring program
X			Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
X			Support law firm's internal affinity networks
		X	Hire a director of diversity or other full-time professional to implement the firm's diversity program
	X		Coordinate or work with clients on diversity issues
X			Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of minority attorneys at the associate level
	X		Increase the number of minority attorneys at the partnership level
	X		Increase the number of minority attorneys in leadership positions
X			Focus on strengthening firm's mentoring program for minority attorneys
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Institute a formal part-time policy that addresses partnership prospects
X			Increase the number of women at the associate level
	X		Increase the number of women at the partnership level
X			Increase the number of women in leadership positions
X			Focus on strengthening firm's mentoring program for women
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY GLBT ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Offer same-sex domestic partners the same benefits available to married individuals
		X	Increase the number of GLBT attorneys at the associate level
		X	Increase the number of GLBT attorneys at the partnership level
		X	Increase the number of GLBT attorneys in leadership positions
X			Ensure that EEO and non-discrimination policies specifically address gender identity

INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
		X	Increase the number of attorneys with disabilities at the associate level
		X	Increase the number of attorneys with disabilities at the partnership level
		X	Increase the number of attorneys with disabilities in leadership positions
X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities



Pipeline Initiatives

Does your firm actively engage in initiatives to feed the diversity pipeline by encouraging minority students to consider law as a career and/or assisting them in pursuing such opportunities?

- Participate in established pipeline programs, such as SEO, Legal Outreach, Prep for Prep or Street Law*
- Fund scholarships for minority high school or college students*
- Mentor high school or college students*
- Participate in or host mock trial programs or career events*
- Provide internships or employment to minority high school or college students*
- Outreach to middle school students*

Please discuss any additional efforts to reach out to diverse undergraduates, high school, middle school or grade school students.

Earn & Learn is a summer youth internship program for Milwaukee area students, ages 16-21. The program's mission is to provide employment opportunities in the city, exposing teens to the working world while helping them meet educational, job readiness and career exploration goals. For the past seven years, Godfrey & Kahn has been committed to this program by offering two summer internship opportunities for local teens.

Carmen High School of Science & Technology is a college preparatory school with a liberal arts curriculum that emphasizes science and technology and requires students to intern at local corporations or nonprofit organizations. Carmen's mission is to ensure all students take college prep courses, become critical thinkers and self-directed learners, go to college, are prepared for meaningful careers and are involved in their communities. Carmen's Student Internship Program places students in a professional environment where they learn and apply entry level clerical skills and gain the personal and life skills necessary for a successful career. Godfrey & Kahn offers 1-2 internship opportunities each school year.



Recruitment - New Associates

Does your firm annually recruit at any of the following types of institutions?

Ivy League schools: None

Other private schools: George Washington, Georgetown, Howard University, Marquette, Northwestern, Notre Dame, Washington University

Public state schools: George Mason, University of Illinois, University of Iowa, University of Michigan, University of Minnesota, University of Wisconsin

Historically Black Colleges and Universities (HBCUs): Howard University

Diversity job fairs: None

Do you have any special outreach efforts directed to encourage minority law students to consider your firm?

- Hold a reception for minority students
- Advertise in minority law student association publications
- Participate in or host minority law student job fairs
- Sponsor minority law student association events
- Firm lawyers participate on career panels at schools
- Outreach to leadership of minority student organizations
- Scholarships or intern/fellowships for minority students
- Other (please specify)

We mentor our Godfrey & Kahn Fellowship recipients at Marquette University and the University of Wisconsin (three students per school per year). In addition, our attorneys mentor law students participating in the LEO Program (Legal Education Opportunities) at the University of Wisconsin.

Do you have any programs specifically targeted at first-year students?

We offer two full-ride fellowships each year for incoming law students at the University of Wisconsin and Marquette University. Our fellowship students are offered a position to work with us for the summer following their first year of law school. In addition, the firm hosts a 1L student reception at the firm's Milwaukee office during winter break.

Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2014)

	Men	Women
White/Caucasian	2	1
African-American/Black	0	0
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	2	2

OFFERS MADE* (2014)

* Summer associates who received an offer of full-time employment

	Men	Women
White/Caucasian	1	1
African-American/Black	0	0
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	1	2

OFFERS ACCEPTED* (2014)

* Summer associates who accepted an offer of full-time employment

	Men	Women
White/Caucasian	1	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	1	1

NEITHER ACCEPTED NOR DECLINED (2014)

* Summer associates who neither accepted nor declined an offer of full-time employment because of postgraduate clerkship/fellowship

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	0	0

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2014)

	Men	Women
White/Caucasian	3	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	3	1

LATERAL OF COUNSEL HIRES (2014)

	Men	Women
White/Caucasian	1	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	1	1

LATERAL PARTNER HIRES* (2014)

* Both equity and non-equity

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	1	0

NEW PARTNERS PROMOTED* (2014)

* Both equity and non-equity promoted from associate or of counsel rank

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	0	0

NEW EQUITY PARTNERS* (2014)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	1	0

Recruitment - Lateral Associates and Partners

What activities does the firm undertake to attract diverse attorneys?

- Partner programs with women, minority, gay/lesbian or disability-focused bar associations
- Participate at diversity job fairs
- Attend events at diversity legal organizations
- Seek referrals from other attorneys
- Utilize online job services (e.g., MCCA Job Bank)
- Hire recruiting professional who specializes in identifying diverse candidates
- Other (please specify)

Do you use executive recruiting/search firms to seek to identify new diversity hires (partners or associates)?

Yes

If yes, are any of these executive recruiting/search firms women and/or minority-owned?

Yes

If yes, list all women and/or minority-owned executive search/recruiting firms to which the firm paid a fee for placement services in the past 12 months:

No headhunter fees were paid in 2014.



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2014

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	0	0

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	2
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	0	2

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	0	1

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	0	0

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	1
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	2	1

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	1	0

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2014

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	1	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	1	0

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	0	0

OF COUNSEL

	Men	Women
White/Caucasian	2	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	2	1

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

EQUITY PARTNERS

	Men	Women
White/Caucasian	6	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	6	0

Retention and Professional Development

Please identify the specific steps you are taking to reduce the attrition rate of diverse attorneys.

- Develop and/or support internal employee affinity groups (e.g., networks within the firm for minorities, women, gay/lesbian attorneys, or individuals with disabilities)
- Increase/review compensation relative to competition
- Increase/improve current work/life programs
- Adopt dispute resolution process
- Succession plan includes emphasis on diversity and greater inclusion of non-white men and women in firm leadership
- Work with diverse attorneys to develop career advancement plans
- Introduce diverse attorneys to key clients, including to lead engagements
- Review work assignments and hours billed to key client matters to make sure diverse attorneys, particularly non-white attorneys (i.e., minority attorneys, for whom research indicates a greater inclusion problem), are not being excluded:
- Strengthen mentoring program for all attorneys
- Professional skills development program for all attorneys
- Provide a gender-neutral parental leave policy that covers adoptions
- Other (please specify)

Does your firm have part-time/flex-time policies that permit attorneys (male or female) to work alternative schedules?

Yes

What impact, if any, will the decision to work part time have on an attorney's ability to make a partner, or if already a partner, to remain a partner at your firm?

Attorneys who work on a part-time basis should expect that the partnership track will be adjusted to account for the reduced hours that the attorney is working. However, these attorneys will continue to advance toward partnership.

How many current equity partners have worked part time, exclusive of maternity/paternity leave or short-term disability?

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Retention and Professional Development

PART-TIME ATTORNEYS (2014)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	3	3	70
Of counsel	1	6	7	17
Non-equity partner	n/a	n/a	n/a	n/a
Equity partner	3	2	5	80



Management Demographic Profile

FIRMWIDE COMMITTEES 2014

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	6	3
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	6	3

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	9	4
African-American/Black	1	0
Hispanic/Latino	0	2
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	10	7

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	9	3
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	9	3

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	4	3
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	4	3

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	6	2
African-American/Black	0	0
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	7	4

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2014)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	3	16	21
Number of such positions held by:			
Minorities	0	1	3
Women	0	2	7
GLBT attorneys	0	0	0
Individuals with disabilities	0	0	0

Please provide information regarding all diverse attorneys who currently head offices, practice groups and committees. Enter responses in the following format: Attorney, Office location/Practice group/Committee (No. of attorneys in office/practice group/committee).

U.S. OFFICE HEADS

How many offices does your firm have in the United States? 5

Minorities heading offices: 0

Women heading offices: 0

GLBT attorneys heading offices: 0

Individuals with disabilities heading offices: 0

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Christine McLaughlin, Labor, Employment & Immigration (11)

Women heading practices: Carol Gehl, Investment Management (12); Christine McLaughlin, Labor, Employment & Immigration (11)

GLBT attorneys heading practices: 0

Individuals with disabilities heading practices: 0

COMMITTEE LEADERS

Minorities heading committees: Danielle Machata, Recruiting Committee (18); Christine McLaughlin, Diversity Committee (20); Marvin Bynum, Summer Associate Committee (8)

Women heading committees: Lecia Johnson, Women's Leadership Forum (20); Debra Koenig, Opinions (7); Christine McLaughlin, Diversity Committee (20); Danielle Machata, Recruiting Committee (18)

GLBT attorneys heading committees: 0

Individuals with disabilities heading committees: 0



The Firm Says

Our law firm, and the communities in which we live and work, must be committed to building a professional and cultural environment of inclusion. Men and women of different backgrounds, perspectives, beliefs and cultural and ethnic heritages can thrive at our firm, and in our state. We know that a diverse workforce improves our analysis, judgment and our ability to understand a wider variety of clients and client issues. As the business community grows more diverse and increasingly global, we will better understand their motivations and goals. Some of our diversity initiatives are described below:

Scholarships -- University of Wisconsin and Marquette University Law School Fellowship Programs: Godfrey & Kahn established a fellowship at UW-Madison and Marquette University to provide a full three-year scholarship to an incoming first-year law student at each school, with selection designed to promote diversity within the law school student body. Fellowship recipients also receive mentoring from Godfrey & Kahn attorneys, as well as employment as a summer associate at the firm after their first year of law school.

Other Diversity Initiatives -- The Godfrey & Kahn's Women's Leadership Forum is designed to serve as a vehicle for women lawyers in the firm to learn from each other, share with each other, and collectively effectuate positive change in the firm for the benefit of all lawyers, regardless of gender. The Forum has a list of six specific objectives:

1. Identify current and new leadership opportunities within the firm and outside of the firm for women lawyers at all professional levels throughout their career.
2. Foster leadership initiative and opportunities for firm role models in conjunction with the Attorney Advisory Program.
3. Provide venues for ongoing camaraderie for female lawyers, both within the firm and outside the firm.
4. Create educational series on topics of interest to assist with leadership development.
5. Evaluate, discuss, consider, create and/or support, on an ongoing basis in conjunction with other committees, firm policies, practices and programs related to the equitable use of benefits and application of policies to ensure uniform application to assist with leadership development and for the betterment of the firm.
6. Provide recommendations to the Management Committee and other firm committees on policies aimed at promoting attorney retention.

Alternative Work Schedules -- Godfrey & Kahn is pleased to offer its attorneys alternative work schedules, and believes that these schedules should not present obstacles for career development, experience or advancement.

Domestic Partner Benefits -- The firm offers domestic partner benefits which covers medical and dental plans for the employee's domestic partner and children of the domestic partner.

Legal Education Opportunities Program -- The firm is a regular contributing sponsor of the activities of the LEO organization. Each year the LEO Banquet celebrates the contributions of the University of Wisconsin Law School toward opening legal education to qualified students of all backgrounds and to diversifying the legal profession in Wisconsin, the nation and the world.

The Recruiter -- A Godfrey & Kahn publication that promotes professional development, cultural diversity and community involvement.

Highlights of some of the firm's recent honors include: Named a 2011, 2013 & 2014 50 Best Law Firm for Women by Working Mother and Flex-Time Lawyers; Named a Top Workplace by the Milwaukee Journal Sentinel since 2010.